

TEACHERS — GENERAL
1993

Sadtu strike looms

■ AS a national strike grows in prospect, a last-ditch bid is being made to persuade teachers, due to retire today, to stay on for another five months to prevent classroom chaos.

JOHN VILJOEN
Education Reporter

(321)
APR 11/1993

LITTLE progress has been made to avert a strike by 75 000 South African Democratic Teachers' Union a fortnight from now, teachers heard during the union's national day of action.

Sadtu vice president Ms Vivien Carelse told a rally at the civic centre yesterday the union was deadlocked with the state over the five percent pay increase and post cuts in House of Representatives schools.

The day of action was called to nationally highlight the union's demands for a living wage, and an end to cutbacks and retrenchments.

Sadtu teachers countrywide will strike from August 16 unless the state bows to these demands and the union will start a major drive to gain parent and community support for their threatened action next week.

Wage negotiations with the state, re-opened after Sadtu threatened a national strike in May, had proved "hollow and futile", Ms Carelse said.

The state had offered an additional 1,7 percent to the five percent increase for public servants. The union rejected this.

A teachers' strike would be a severe blow coming in the wake of the work stoppage by SA Municipal Workers' Union members which began their strike on Monday.

Teachers should give striking municipal workers their full support because they faced the same plight, Ms Carelse said.



□ **TEACHERS MARCH:** South African Democratic Teachers' Union members march down Adderley Street on their way to a rally at the Civic Centre yesterday.

Pictures: WILLIE DE KLERK, Weekend Argus.

* If the state was not careful it would face the collective might of 500 000 workers.

"There is very little I can bring you in terms of progress." The state would have to "accept the consequences of their reluctance to act responsibly".

On the cutting of teaching posts Ms Carelse said the union could not prevent individuals from accepting retirement packages but could only appeal to them to stay in their classes.

About 370 teachers had left when the new term started and more were taking the package from today meaning that schools would have a further 273 fewer posts on Monday.

More teachers were due to leave at the start of September and October and, in January, 2 125 would retire and not be replaced, she said.

In an attempt to relieve increasing pressure on those teachers who were staying in their posts, an agreement has been thrashed out with the House of Representatives which could freeze early retirements until December.

Sadtu and the Union of Teachers Associations of South Africa met authorities in Cape Town on Thursday in talks facilitated by the National Education and Training Forum.

The parties agreed that teachers who had opted to accept the package from today could defer their acceptance until December 31 with no loss of benefits.

Authorities would contact teachers who had opted to retire today immediately. They had to indicate in writing, no later than Monday, whether they wished to extend their service until December 31.

Such teachers had to report for duty as usual on Monday to ensure continuity of service.

Before yesterday's rally, teachers congregated at the Cape Town Magistrate's Court in support of two union members charged with obstructing traffic during a protest earlier this month.

They then joined members of the union's Nyanga branch in a protest at the Department of Education and Training's Foreshore offices

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Arg 1/8/93

Sadtu warned of 'firm action'

8/8ay 318/93

KATHRYN STRACHAN

GOVERNMENT has warned the SA Democratic Teachers' Union (Sadtu) that it will take "firm action" if the union continues with its policy of disrupting schooling.

The threat came after two days of discussions between the Department of Education and Training (DET) and Sadtu last week.

(321)
DET spokesmah Corrie Rademeyer said that by engaging in strikes and disruptions, Sadtu had broken its agreement with the DET.

He said the department could not disclose disciplinary steps being considered as this would limit its options.

In a statement, DET deputy director-general Roelf du Preez said Sadtu's "destructive actions" had destroyed the educational opportunities of thousands of pupils this year.

He added the union's leadership did not have the will to lead its members in a proper way or to discipline them.

"Sadtu is waging a declared political campaign while at the same time acting as an employees' association," he said.

"The political objective for which Sadtu

is aiming is materialising. Therefore, its defiance campaign has become an anachronism."

Aside from illegal strikes, Du Preez said the disruptive actions included driving out principals and teachers who did not go along with union actions, the use of intimidation to take over management of schools, and withholding pupil attendance registers and exam results.

He said the nature of future relationships between the department and Sadtu would be determined by the union's ability to honour the agreement.

A week after black schools reopened, the DET reported erratic attendances throughout the country.

No clear pattern had emerged with attendance figures varying from school to school.

Schooling on the violence-wracked East Rand townships had come to a complete standstill.

Sadtu was not available for comment yesterday.

Teachers threaten national strike

Sowetan 6/8/93

By Isaac Moledi and Sapa

■ NO BACKSEAT Time for educators

to take action for themselves:

THE SOUTH AFRICAN Democratic Teachers Union has threatened to go on strike from August 16 if their demands are not met.

This warning was made by Sadtu president Mr Shepherd Mdladlane yesterday during his address to thousands of teachers who marched on the offices of the education department of the House of Representatives in Johannesburg to protest against plans to retrench 3 200 teachers early next year.

The march, organised by Sadtu's Southern Transvaal region, was also aimed at demanding an end to the unilateral restructuring and rationalisation in education.

High on their agenda was the teachers' demand for the reimbursement of up to R500 deducted from their salaries by the Department of Education and Training.

In a memorandum handed to Mr John Francis, the HOR director of education in Johannesburg, the union vowed to embark on a national strike on August

16 if their demands were not met.

The Department of Education and Training yesterday accused Sadtu of ignoring its call to abandon the planned strike.

DET communications director Corrie Rademeyer said in a statement that Sadtu's secretary-general Randall van den Heever failed to respond to a letter from the DET, calling on Sadtu to call off the strike.

The letter told Van den Heever that if the strike went ahead it would be illegal and the DET would apply the principle of "no work, no pay".

The DET also said the interests of the community, in particular parents and pupils, would be damaged and disciplinary measures would have to be taken against strikers.

The statement added: "It is tragic that Sadtu appears to be wilfully planning to create a situation whereby teachers are made vulnerable to disciplinary action

and pupils are made to pay the price."

Sadtu accused the DET of deducting from teachers' salaries with the aim of fuelling conflict in education.

Sadtu Southern Transvaal chairman Mr Mxolisi Nkosi said it was time for teachers to reject arbitrary actions taken on their behalf without consultation.

YESTERDAY *Sowetan* published a controversial picture of a necklace victim.

The phones did not stop ringing — many slamming us for using the picture and many congratulating us. We advised callers to write to the Editor to air their views on the use of such pictures and we will publish the best letters. If you have strong views on the use of pictures of violence, please write to The Editor, PO Box 6663, Johannesburg, 2000.

See also *Perspective* on page 15.

Angolan govt vows to take Unita-held city

CT 6/8/93

LVANDA. — The Angolan government said yesterday it had staged more than 30 air raids on Unita-held Huambo and vowed to keep up the campaign until it took control of the central city.

Armed forces spokesman Brigadier Jose Manuel Jota said military positions and columns were destroyed during the raids on Wednesday. "The targets were bombed and destroyed."

The International Committee of the Red Cross (ICRC), whose office in Huambo was destroyed by two rockets on Wednesday, called for a halt to air attacks against civilians.

Brigadier Jota said he regretted the

incident, which he said happened accidentally in an attack on the nearby headquarters of Unita's military command.

He said the air campaign to drive Unita rebels out of the city would continue. "The Angolan Armed Forces is carrying out defensive action to consolidate its position."

The rebel movement insists it is still strong, despite the army's recent capture of three towns on roads to Huambo from the coast and Unita's failure to take Bie's capital Cuito and the southern city of Menongue after a seven-month siege. — Sapa-Reuters

Court reinstates expelled teacher

CT 6/8/93

Supreme Court Reporter

A KHAYELITSHA high school teacher, expelled because he allegedly had an affair with a Std 9 pupil, has been reinstated by the Supreme Court pending a review of the decision by the Parent Teacher Student Association to expel him.

Mr Justice D M Williamson made the order after Mr Leslie Collin Julies brought an urgent application against the principal of the Matthew Goniwe High School, the PTSA, the Minister of Education and Training and the director-general of the Department of Education and Training.

In terms of the court order the principal and the PTSA were interdicted and restrained from interfering with Mr Julies pending the outcome of review proceedings.

Teachers

protest 6/8/93

KATHRYN STRACHAN

MOST schools in Reef townships were deserted yesterday as 2 000 teachers marched through central Johannesburg in protest against government's handling of education.

The protest by the SA Democratic Teachers' Union (Sadtu) southern Transvaal branch was aimed at the "no work, no pay" policy for teachers who participated in strikes, rationalisation in the House of Representatives' education department, and stalling of wage negotiations.

Sadtu regional co-ordinator Mkwane Maloka said teachers were frustrated at lack of progress in salary negotiations with government. The union has threatened a national strike for August 16 (321)

However, earlier this week Sadtu secretary-general Randall van den Heever congratulated the new national education forum on resolving the rationalisation issue. The forum had secured the House of Representatives' assurance that no rationalisation would occur without consulting the forum, which includes Sadtu.

The Education and Training Department said the "no work, no pay" policy formed part of its agreement with the union.

"It is difficult to escape the impression that Sadtu finds it necessary to create crises in order to survive," it said.

Teachers' union to go ^{Star 6/8/43} ahead with pay strike

By Justice Malala

South African Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana yesterday reaffirmed his organisation's commitment to a national salary strike, starting on August 16.

Mdladlana told about 1 500 toyi-toying teachers at the Johannesburg Library Gardens yesterday that if salary negotiations remained deadlocked, the organisation's national congress decision to go on strike would be implemented. Sadtu is demanding a 25 percent across-the-board increase; the Government has offered 5 percent.

The teachers later marched to the regional offices of the House of Representatives and presented a list of demands to the Department of Education and Training, Department of National Education, and the coloured, white and Indian education departments. (321) (504)

Sadtu is demanding a moratorium on all pending retrenchments, the appointment of an independent arbiter to resolve the dispute over merit awards in the Indian education department, and that the authorities should refund teachers whose salaries were cut because they took part in a strike earlier this year.

DET spokesman Corrie Rademeyer said yesterday he had informed Sadtu general-secretary Randall van den Heever in a letter that any strike action by the union would be illegal. He said the department would apply the principle of "no work, no pay".

80 000 teachers may strike over pay

AFTER months of behind-the-scenes lobbying, the National Education and Training Forum will hold its official launch tomorrow, casting the first ray of optimism over the worsening education crisis.

Already the forum's crisis committee, which has been up and running for a month, has accomplished a small victory in crisis-management, having succeeded in delaying the controversial "voluntary retirement packages" for teachers in the House

The education forum is succeeding where the government and teacher organisations have failed. But the wage dispute, which falls outside the forum, may result in a nationwide strike, reports **Philippa Garson**

of Representatives until the end of the year.

However, unless the issue of teacher salaries is resolved within the next week between the government and South African Democratic Teachers' Union, at least 80 000 teachers nationwide could take to the

streets in strike action on August 16. The forum will not at this stage intervene in the teacher salaries debate which, as an industrial dispute between government and the teacher union, falls outside its mandate.

Sadtu has demanded a 20 percent across-the-board increase, with

emphasis on teachers in the lower categories. The government has offered a 6.7 percent increase and has not yet responded to the union's calls for a better offer.

Sadtu general secretary Randall van den Heever said the union was "prepared to lower our demand but we are still not happy. They can improve their offer. Unless they respond before August 16 our strike will probably resume."

Lebowa teachers aligned to the union have meanwhile embarked on go-slows and stayaways to demand

that the homeland authority refunds money deducted from their salaries in 1991 and 1992 strikes. According to Sadtu's northern Transvaal regional chairman, Machike Thobane, Gazankulu teachers have also downed chalks in a demand for the recognition of their union.

On a more positive note, the forum's crisis committee, which was set up along with a restructuring committee to tackle pressing issues while the forum was still constituting itself, accomplished more in two weeks than the government and

teacher bodies have in years, said spokesman Alan Tonkin.

"There's a chance that the major crisis issues like the exam fee issue and restructuring will be resolved over the next two to three months."

One of the biggest grievances against the government has been its attempts to "unflatteringly" reshape the various education departments into a single structure, without consultation or negotiation with other key players.

Tonkin said the forum acknowledged that the government had to continue with the management process, but added that it had undertaken not to embark on restructuring while bypassing the forum.

Due to the forum's intervention, most of the 3 000 Cape teachers opting for the House of Representatives' retirement package offer — some 1 000 were due to leave — have been persuaded to stay until the end of the year. The education administration has undertaken to ensure that no school in the province is under-resourced.

The 3 200 teacher posts which stand to be scrapped unless teachers opt for early retirement at the year-end have not yet been saved, with temporary teachers the most vulnerable to retrenchment. However, with the impending confirmation of the existing 19 education departments into one by next year — a process to be overseen by the forum's restructuring committee — teachers stranded by the House of Representatives may well be accommodated in other departments.

All the players in the forum have been given mandates by their constituencies to endorse the forum's founding agreement, to which they will attach their signatures in a formal ceremony tomorrow. Along with the key participants, government, African National Congress-aligned National Education Conference and the business sector, the education departments of the TBVC and self-governing states have now come into the forum, despite initial opposition from kwa-Zulu.



THE STRUGGLE OF THOSE TO COME

If the recent past is anything to go by, the future is most definitely in need of a new mould. A new way of doing things, and a new realisation of the unique problems that face the African continent.

The developed world is increasingly concerned with problems at home or at least close to home, and there is little benefit for Africa in waiting for assistance from afar. What is needed is for the continent to unleash its undoubted natural resources. Wealth and employment opportunities have to be created to

fulfil the expectations of an ever-increasing population.

So, with this in mind, Gold Fields has embarked on ambitious projects to open new horizons for the group's activities. Our internationally recognised expertise is in demand well beyond our borders and throughout the developing world, and projects are being investigated that will enhance the lives of many.

This Afro-centric view, we have no doubt, will enable us to affect materially the shape of things to come, and will also strengthen our ability to enrich man through minerals.

ENRICHING MAN THROUGH MINERALS



GOLD FIELDS

Parents must be heard in education disputes

SOUTH AFRICA 11/8/93



DRAFT legislation containing collective bargaining rights for teachers is to be tabled before parliament. This legislation will give teachers the right to strike and their employers (in most cases the state) the right to impose a lockout.

The Draft Bill has been brokered by the Department of National Education and all major teachers unions and associations and there is broad consensus between the major players.

The legislation will contain dispute settlement arrangements allowing for statutory conclusion. If this fails it is clear that irreparable harm will be caused to children's lessons in the event of a strike or a lockout.

It is therefore important that parents have a say in the collective bargaining process to limit the harmful effects the power play between the two disputing parties will have on their children's education.

In a democratic society parents can normally use their influence to put pressure on the state if they support teachers. This can be done by using their representatives in parliament and they can show their anger at a general election.

So checks and balances exist

Parents should have a say in the collective

bargaining process between



teachers and the state in a transitional South Africa, contends **GANIEF HENDRICKS**, an industrial relations specialist.

which parents can use to exercise their influence.

However, in the present South Africa, most parents still do not have a vote. There is also hardly any way any parents will be able to influence the powers that be in the transitional arrangements that will soon be in force. So for many years parents will not be able to use the checks and balances that normally exist in a democratic society.

It is therefore important that provision be made in the proposed "Labour Relations Act for Educators" for the statutory protection of the interests of parents to ensure that they have a say in the outcome of any dispute and the effects of industrial action.

Harsh penalties should be

imposed on parties engaging in illegal industrial action. Special provision should be made not to indemnify third parties like trade unions if their members engage in illegal industrial action — and the state if it does the same.

The courts must have the right to decide whether it is socially desirable to impose liability, depending on the circumstances.

Dispute settlement procedures should be designed to reconcile the interests of teachers, the state (or other employer) and parents.

An interest-based approach to conflict resolution will help reconcile the underlying interests by focusing on the needs, desires, concerns and fears which lie behind what the three parties say they want.

In this way the parties will take responsibility for the development of processes and procedures that will ensure healthy outcomes. Strikes and lockouts are powerful weapons and are often aimed at forcing the other party to accede to one or more demands.

Disruption of normal social life is inevitably part of industrial action, particularly if large numbers of teachers are involved.

As an alternative to strike action parties in dispute must look at creative ways to exercise their powers and explore non-confrontational demonstrations of power. If a strike or lockout cannot be avoided there should be statutory strike rules and statutory lockout rules to protect, on the one hand, the interests of teachers and the state, and, on the other, the interests and rights of parents.

This will make it unnecessary for further statutory rights to protect the rights of children in the "Children Act" and for the child's right to education to be included in the proposed "Bill of Rights".

These are all checks and balances we will need in a South Africa in transition where we will require teachers to prepare the young to build a democratic society and where education will be used to redress the imbalances of the past.

Teacher strike on as talks fail

'No concessions' on 2 key issues

JOHN VILJOEN, Education Reporter

ATTEMPTS to prevent the 74 000-strong South African Democratic Teachers' Union (Sadtu) from going on strike from Monday have failed, it emerged today.

The union's national executive decided during a meeting in Johannesburg at the weekend to uphold its members' call for the strike, taken at last month's annual congress.

Union president Shepherd Mdladlana declined to give details of the meeting, saying a full statement would be issued later today.

But the "bottom line" was that the national executive had upheld the decision to strike, Mr Mdladlana said.

There had been no concessions from the state on two key teacher grievances.

The government had refused to budge on its offer of a 6,7 percent wage increase and the House of Representatives was going ahead with rationalisation programmes, he said.

The union also condemned Education and Culture Minister Piet Marais and House of Assembly education authorities for compelling teachers to join the Teachers' Federal Council (TFC).

House of Assembly authorities were not allowing freedom of association at a time when it was the norm in South Africa, Mr Mdladlana said.

This was a "worrying issue" for Sadtu, which believed House of Assembly teachers should be free to join the TFC or any organisation they wished.

News of Sadtu's confirmation of its strike plans contrasts with the optimism surrounding the founding of the National Education and Training Forum this weekend.

The Democratic Party last week appealed to Sadtu to put its case at the forum rather than take to the streets.

There were also appeals from the state aimed at avoiding a strike.

Authorities have warned that it is illegal for teachers to strike and that a policy of "no work, no pay" would apply.

Cosas in call for Star 9/8/93 return to school

■ BY JUSTICE MALALA

Soweto branch of the Congress of South African Students (Cosas) has called on teachers and pupils to return to classes today, saying that no effective learning had taken place in the township since schooling resumed for the third term two weeks ago.

Media officer Bafana Twala said his organisation blamed pupils and teachers for 'lack of commitment to ensuring that there was a culture of learning and teaching in schools'. He said most schools closed before midday.

Twala said that the Department of Education and Training had also contributed to the "dismal" state of education by not responding adequately to teachers' demands. (321)

The DET had failed to resolve teachers' problems, particularly the deduction of about R600 from the salaries of teachers who had participated in a strike in June.

National Education Co-or-

minating Committee said township schools had lost an entire term this year.

Cosas also demanded the attendance of all teachers at schools today. It said this included white teachers at Jabulani Technical High who were allegedly "expelled" from the school by black teachers.

Twala warned that the DET had to resolve teachers' problems by yesterday or "it knows what type of action we are capable of taking" (321).

DET spokesperson Kim McEvilly said yesterday the department had no knowledge of the Cosas demand and that numerous attempts at resolving teachers' grievances had been undertaken, all to no avail.

The Azanian Students' Movement (Azasm) warned on Friday it would "use all means necessary" to remove white teachers from black schools. The organisation has repeatedly called for the removal of white teachers from black schools to "create job opportunities for black teachers".

Bid to avert teachers' strike

NATIONAL Education Minister Piet Marais began interdict proceedings against the SA Democratic Teachers' Union yesterday in a bid to avert next week's strike.

A range of organisations warned that education would be plunged even further into crisis if the strike went ahead, which it seemed set to do. *Biday 10/8/93*

Central to the union's decision to strike is its claim that government is continuing teacher cutbacks in the House of Representatives, despite its promise to refer further restructuring to the education forum.

Backing the union's claims, ANC education head Cheryl Carolus told a news conference government had broken its promise by continuing with rationalisation plans. The move was a "racist plot" to slip in education policy changes before a new

KATHRYN STRACHAN

government was installed.

However, black education was at such a critical point that it could not afford another setback and everything possible had to be done to avert the strike, she said.

Education forum spokesman Alan Tonkin said there had been a very clear agreement between the union and government on how the coloured teacher issue would be handled within the forum. The matter had been implemented in complete accordance with the terms of the agreement and the union had not informed the forum of any irregularities. *(321)*

The union also cited government's refusal to agree to its demand for a 20% salary

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increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike as government would not move beyond its 6.7% offer.

The forum and the ANC said they would not intervene in the wage talks as it would be inappropriate for a third party to intervene in legitimate labour issues. *(321)*

The DP condemned the strike decision, saying it would have disastrous results. Sapa reports that DP spokesman Dick van der Ross said it was inappropriate to plan

strike action while a solution to the education crisis was being sought. *(321)*

The NP said the planned strike was an example of how the union wanted to "gain its unreasonable claims by blackmail".

The PAC's student organisation also expressed its disappointment at the threat to strike, saying this would lead to serious consequences. It urged the union to allow time to devise actions which would have a less disruptive effect.

Teachers to down chalk

CT10/8/93

THE South African Democratic Teachers' Union said yesterday it would embark on an indefinite teachers strike starting on Monday.

More than 600 schools in the Western Cape will be affected.

The 75 000-strong national union has more than 8 000 members in the Western Cape and will be striking because their demands in salary negotiations have not been met. They are also protesting against government retrenchments and restructuring.

Sadtu Western Cape regional secretary Ms Ingrid Mafolenwe, said teachers would go to school on Monday but would not teach.

At more than 600 Western Cape schools the majority of teachers were Sadtu members. Non-union teachers at those schools would continue to teach.

More than 2 000 Natal schools will be affected by the strike. Teachers will either stay away from schools or boycott classes.

A Sadtu spokesman said: "We have to abide by the decision tak-

Over 600 schools affected

en by the national executive committee to engage in the strike... we are gearing our structures for the action and are having meetings with parents this week.

"The union will not be meeting the government in the near future. It is now left up to the government to avoid a protracted strike," the spokesman said.

The union action follows a breakdown in wage negotiations with the department of national education. The 100 000-member union demanded an increase of 20%, rejecting the government's five percent offer.

After re-opening negotiations

in July the government increased its offer by 1.7%.

At a news conference in Johannesburg Sadtu general secretary Mr Randall van den Heever said the "government had negotiated in bad faith".

A national strike council formed by the union would meet on August 21 to decide whether to continue or suspend the strike.

The union said rationalisation in the HoR was another bone of contention leading to the strike, adding that 650 HoR posts had stood vacant since teachers resigned in July.

Department of education and training spokesman Mr Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should be borne in mind.

Mr Van den Heever said Sadtu hoped the strike would not be protracted so it could get on with the task of preparing pupils for examinations. There are less than 50 school days before final examinations. — Staff Reporter, Own Correspondent, Sapa

Further submissions to be heard on regions

Day 10/8/93

NEGOTIATORS yesterday struggled to agree on future regions for SA, requesting that the report be redrafted and further oral evidence heard.

After a full day's debate, political parties disagreed on the nature of the boundaries. A wide variety of problem areas arose.

Many of the parties criticised the draft committee's report for not being specific enough and not taking into account local issues.

ANC negotiator Thozamile Botha suggested that the boundaries should be "soft" and the final decision be made by an elected body.

Regional and Land Affairs Minister Andre Fourie said government had two "fundamental problems" with the commission's recommendations: the proposal that the northwestern Cape should not be incorporated into the Free State and the amalgamation of the Transkei/Ciskei with the eastern Cape.

The DP also objected to the amalgamation of the eastern Cape and the two homeland regions.

TIM COHEN

Delegates debated extensively on whether Pretoria should be incorporated into the PWV area.

Traditional leaders criticised the recommendations on areas such as east Griqualand and Groblersdal.

At the conclusion of the debate, a draft resolution was tabled calling for further submissions from "people and organisations in sensitive areas identified in the debate".

Commission members would analyse the submissions, receive oral evidence and prepare a second draft of the report.

The issue of Walvis Bay was raised during the debate, with government recommending that it be included in the western Cape region. This sparked a proposal by the PAC that an "in principle" decision on Walvis Bay be taken.

The PAC proposal called for government to promulgate legislation to transfer Walvis Bay to Namibia "as a matter of urgency". The proposal, supported by the ANC, will be discussed again today.

Sadtu confirms strike plans

Day 10/8/93

KATHRYN STRACHAN

THE SA Democratic Teachers' Union (Sadtu) yesterday confirmed it would go ahead with a national strike on August 16 unless government agreed to its demand for a 20% salary increase.

Sadtu secretary-general Randall van den Heever said at a news briefing in Johannesburg the decision to proceed with the strike was taken at a national executive committee meeting at the weekend.

Salary negotiations would continue, but teachers believed government was negotiating in bad faith as it refused to move on a 6.7% increase offer — 1.7 percentage points higher than its original offer.

Sadtu, on the other hand, had dropped its demand from 30% to 20%.

The union was also angered by staff cuts in the House of Representatives' education department. Despite the newly formed education forum's intervention, the state was continuing with retrenchments regardless.

However, forum representatives said at the weekend they had secured government's assurance that all further restructuring in education — including the coloured teacher cutbacks — would be referred to the new structure.

It was "regrettable" that the strike should come so close to year-end exams, and the union was sensitive to the fact that it would affect pupils. However, in the absence of any dispute

resolution mechanisms the union had no alternative but to turn to mass action.

The Department of Education and Training (DET) charged that Sadtu's continued existence depended on its ability to attract attention by creating artificial crises — and pupils were made to pay the price.

"It is tragic that Sadtu appears to be wilfully planning to create a situation where teachers are made vulnerable to disciplinary action and pupils are made to pay the price," a DET statement said.

Meanwhile, our Durban correspondent reports that Sadtu will hold further talks with a delegation from the KwaZulu education department today to discuss its demand for recognition in the territory.

School strike is on

Sowetan 10/8/92

By Bongani Mavuso

MEMBERS of the South African Democratic Teachers Union would go on strike on Monday, the union announced yesterday.

Sadtu secretary-general Mr

Randall van den Heever said the union decided on the action after the Government had failed to meet its demands for an acceptable "living wage" for teachers and its failure to immediately halt all unilateral rationalisation and cutback measures.

The Congress of South African Students, Pan Africanist Students Organisation and the Transvaal United African Teachers Association condemned the impending strike.

Cosas spokesman Mr Bafana Twala said yesterday his organisation did not support the strike action because it was "badly timed" and would be detrimental to pupils.

However, Twala said, Sadtu's demands were "reasonable" and Cosas supported them. "Already, much school time has been lost this year. We are afraid the teachers' strike will badly affect year-end results, especially for matriculants who need to catch up," Twala said.

Struggles

Paso spokesman Mr Raselepe Machobane said his organisation was not opposed to the strike "in principle". Machobane said they understood the nature of the teachers' struggle against the Department of Education and Training.

"One thing that Sadtu should bear in mind is that maximum damage should be caused to the regime and minimum damage to pupils," Machobane said. He called on Paso members to assist pupils with their schoolwork.

Tuata president Mr LM Taunyane said the call by radical elements of the "organised teaching profession" for another strike at this time of the year showed that those teachers were irresponsible members of the profession.

"So much school time has already been lost this year as a result of teachers' strikes and boycotts. It is doubtful that there will be any improvement at all in the matric results," Taunyane said.

Reassessing strike

Teachers embarking on such actions were not interested in their profession, educating the children they taught, Taunyane said.

Van den Heever said Sadtu had formed a "national strike council" which would meet on August 21 in order to reassess the strike and decide whether it would continue or be called off.

He said Sadtu regretted that teachers were forced to embark on a strike at this time of the year. "If the Government meets our demands, then the strike will be suspended," he said.

He said the strike would be "short and effective" and various organisations, including community, political and labour, had been consulted.

He said Sadtu rejected the 6.7 percent salary increase for teachers. Sadtu demands a 20 percent increase.

"The question of the Government's minimal response to teachers' salary demands, and the disruptions caused to schools in the middle of the year by retrenchment of teachers, have caused serious dissatisfaction in the ranks of the Sadtu membership.

"The charge that the State demonstrates bad faith in respect of service conditions of teachers has been exacerbated by the Government's unsatisfactory response to these issues," Van den Heever said.

Teachers to start strike on Monday

BY MICHAEL SPARKS

Black teachers will go ahead with a strike on Monday, the national executive committee of the SA Democratic Teachers' Union has confirmed.

Sadtu general secretary Randall van den Heever said yesterday the teachers would strike over the Government's failure to meet their demands for a 20 percent wage increase and an end to retrenchments.

Van den Heever said the 11.7 percent increase on top of the original 5 percent offered by the Government was not enough and the Government would have to raise its offer "substantially" to reach agreement with Sadtu.

He said he was sorry the strike had to happen now — less than two months before final exams are scheduled to begin — but added that if the Government was prepared to meet Sadtu's demands before Monday, the strike would not go ahead.

Assistant general secretary Thulas Nxesi said teachers were torn between the obligation to teach and the need to fight for their rights. (321)

He said the Government had not negotiated in good faith but had delayed negotiations.

"We have no other option but to strike," he said. (324)

The union was also protesting against the voluntary retrenchment package taken by 650 teachers from the House of Representatives, with none of them being replaced. This meant that many classes had no teachers until the end of the year.

Sapa reports that Department of Education and Training spokesman Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should not be forgotten.

He criticised the decision to strike, saying Sadtu could exist only through attention gained by "creating artificial crises".

Education commentator Dr Ken Hartshorne said it was regrettable that the union had proposed a strike so close to exams.

ANC, teachers to discuss strike

CT 11/8/93



321

Political Staff

THE ANC is to arrange an urgent meeting with the South African Democratic Teachers' Union (Sadtu) to try to find last-minute measures that could avert next week's strike by teachers.

Sadtu would be asked to give the ANC "a different plan of action" when they met, ANC Western Cape secretary Mr Tony Yengeni, said yesterday.

He stressed that the ANC had decided at a meeting over the weekend to back the teachers' demands, and fully supported their right to hold the strike, which is scheduled to start on Monday.

It seemed unlikely yesterday that the strike could be averted and National Education Minister Mr Piet Marais announced he had begun interdict proceedings against the strike action.

At the centre of Sadtu's decision to

strike is its claim that the government is continuing with teacher cutbacks in the House of Representatives despite its promise to refer all further restructuring to the newly formed Education Forum.

Meanwhile a wide range of organisations warned yesterday that education would be plunged even further into crisis by the strike.

However, Education Forum spokesman Mr Alan Tonkin said there was a clear agreement between Sadtu and the government on how the issue would be handled within the forum. The matter was being implemented in complete accordance with the terms of the agreement, he said.

Sadtu also cited the government's refusal to agree to its demand for a 20% salary increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike, as the government would not move beyond its 6,7% offer.

prisoners.

Sadtu: Court order sought

PRETORIA. — Minister of Education and Training Mr Piet Marais has started interdict proceedings against the national executive of the South African Democratic Teachers Union to restrain it from striking on August 16, it was reported yesterday (32)

Sadtu said yesterday an interdict was not appropriate for labour disputes. — Sapa

ST 11673
● ANC, teachers to discuss strike — Page 5

ANC in bid to Sowetan 11/8/93 avert strike

By Bongani Mavuso

THE African National Congress yesterday vowed to do everything in its power to avert the teachers' strike scheduled to begin on Monday.

ANC national executive member Ms Cheryl Carolus said black education was about to be plunged into another crisis which the country could not afford.

"We are determined to leave no stone unturned to avert this crisis," Carolus said.

The South African Democratic Teachers Union announced this week that its members would embark on the strike after salary negotiations between the union and the Government had deadlocked.

Carolus said the ANC was convinced the crisis could be resolved. "It (the crisis) centres on matters which had been resolved in principle. The only problem is the non-implementation of agreements on the part of the Government," she said.

The strike could be averted if the agreements entered into between the Government and Sadtu on May 21 were implemented, she said.

The ANC believed the situation could be defused if the proposed meeting between the Government and Sadtu, scheduled for August 18 and 19, was brought forward to this week.

Mike (Mandela), ANC
Bosman and Mr Kobus Kleyhans and Minister of Man-

ANC in last-ditch attempt to avert teachers strike

DENNIS CRUYWAGEN
and JOHN VILJOEN
Staff Reporters

(32)

Argus 11/8/93

THE ANC is to make a last-ditch attempt to avert the national teachers' strike due to start on Monday.

Regional ANC secretary Mr Tony Yengeni said yesterday the movement had resolved at a general council meeting at the weekend to support the strike called by the South African Democratic Teachers Union.

The right of teachers to strike was also acknowledged. But delegates had instructed the ANC regional executive committee to meet the unions

leadership to discuss last minute measures to avoid the strike and for Sadu to give us a definite plan of action.

Mr Yengeni told a press conference the ANC would also discuss a campaign to inform the community about the strike.

● The Democratic Party says it "strongly condemns" the strike.

Sadu should present its grievances to the National Education and Training Forum, said DP Western Cape education desk convenor Richard van der Ross.

The union's "double agenda" of using outside leverage was a

total rejection of the negotiation principle. It was inappropriate for Sadu to make a strike during attempts to solve the country's education crisis, he said.

The strike would have disastrous results, he predicted.

Pupils would not be able to meet the requirements for their final exams. This would lead to the "adjustment" or "doctoring" of marks to secure passes on paper.

This would only lead to failure further down the line, he said.

Pupils could not be expected to develop a culture of learning or a respect for work if they

saw their teachers, their role models, refuse to teach.

The DP accepted the right of workers to strive to improve their conditions of service but believed essential services, such as education, should not be impaired.

Parents should contact schools and insist that their children were taught. Parents paid taxes so that their children could be educated.

● The Pan Africanist Student Organisation yesterday expressed its disappointment at Sadu's decision to strike, saying this action would cripple the learning process.

ANC tries to avert strike by teachers

Star 11/8/93

■ BY JUSTICE MALALA

The ANC yesterday said it would "leave no stone unturned" to facilitate a meeting between teachers and the Government in an effort to avert the nationwide teachers' strike due to begin on Monday.

The 60 000-strong South African Democratic Teachers' Union (Sadtu) said on Monday that it would go ahead with the strike. It had resolved to strike at its biannual congress.

Sadtu is demanding a 20 per cent across-the-board salary increase while the Government has offered 6,7 per cent.

The union is also demanding a moratorium on the retrenchment of teachers, particularly by the House of Representatives. Although the issue seemed to have been resolved earlier, the ANC said yesterday Sadtu members continued to receive letters ending their services as of the end of the year.

ANC NEC member in charge of education Cheryl Carolus said the country could "ill afford" another education crisis.

Azapo publicity secretary Gomolemo Mokoae said although his organisation was "not insensitive" to the plight of teachers, Sadtu had to ask itself whether the strike would take "their cause, and especially that of the black child, forward".

A Department of Education and Training spokesman confirmed yesterday that the Government had applied for a court interdict restraining Sadtu members from striking.

ainst teachers • Lengthy debate on tax bases

Chalkdown faces court crunch today

Sowetan

12/8/93

221



By Bongani Mavuso and Sapa

■ DAMAGE CONTROL Cosas urges

matriculants to go it alone:

AN APPLICATION to declare the proposed strike by members of South African Democratic Teachers' Union illegal will be heard in the Pretoria Supreme Court today.

National Education and Training Minister Sam de Beer is expected to ask the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike scheduled to start on Monday.

The interdict follows Sadtu's announcement that its members would go on strike after salary negotiations between the Government and the union deadlocked.

The dispute appears to stem from the implementation of some issues on the

agreement signed by Sadtu and the Department of National Education and other education departments in Pretoria on May 21.

Announcing its strike this week, Sadtu accused the Government of negotiating in "bad faith".

The union demands a moratorium on retrenchments.

Sadtu also demands a 20 percent across-the-board salary increase while the Government offers 6,7 percent.

National Education Minister Mr Piet Marais said yesterday attempts to justify the strike had centred on allegations that the State had not honoured the May 21 agreement.

Marais said salary negotiations could take place only within the existing "ap-

propriate structures". He said negotiations over salaries would continue on August 18 and 19.

Meanwhile the Congress of South African Students yesterday urged pupils to continue with studies on their own.

Cosas president Moses Maseko said they would meet Sadtu this week to decide on how to assist pupils while the strike was on.

Maseko said the strike came at a "very unfortunate time" when pupils were about to sit year-end examinations.

"We also recommend that, where possible, SRCs should contact tertiary students in their various locations to assist matriculants so that we do not have another year as disastrous as the previous ones," Maseko said.

Pupils appeal for strike to be delayed

KATHRYN STRACHAN

THE Congress of SA Students yesterday appealed to teachers to delay their national strike as it came at a time when pupils had to "confront the frightening monster of examinations".

Cosas said it acknowledged the demands of the SA Democratic Teachers' Union (Sadtu), but regretted the unfortunate timing of the protest action, planned to begin on Monday, with exams looming just over a month away. *Bibay*

Cosas urged government to consider all possible ways of meeting teachers' demands and averting the strike.

However, in the event of a strike, Cosas would attempt to avoid another year of disastrous results. It would call on pupils to continue attending classes and studying on their own, and would ask university students to assist pupils. *12/8/93*

Government's application for an interdict to prevent the strike, which is over salary increases and coloured teacher cutbacks, is due to be heard in the Pretoria Supreme Court today. *(321)*

Sapa reports that National Education and Training Minister Sam de Beer has asked the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike. *(321)*

He has also asked for an order that each teacher comply with a regulation in the Government Notice R1099, which decrees that teachers give full attention to the duties and functions entrusted to them.

National Education Minister Piet Marais yesterday said Sadtu's "latest threat" to strike should be seen against the state's commitment to a process of negotiated education reform. He denied claims that

☐ To Page 2

Strike *Bibay* 12/8/93

☐ From Page 1

his department had failed to honour agreements reached with the union. *(321)*

Wage talks are continuing despite the action, with the union demanding a 20% increase and government standing by its offer of 6,7% - 17 percentage points above its original offer. *(324)*

Marais said talks would continue next Wednesday and Thursday. The dates had been arranged with parties from the public service and education sectors and could not be altered "because of threats from one organisation".

Meanwhile, disagreements have already surfaced among members of the newly formed education forum on the issue of coloured teacher cutbacks. Sadtu's claim

that government was disregarding the agreement reached by the forum has been contested by forum representatives. Sadtu said government has disregarded the agreement while forum sources said all was going according to plan.

However, National Education Crisis Committee southern Transvaal region branch spokesman Amon Msane further confused the issue by saying there had never been an agreement.

He also warned another disruption would plunge the country into "the worst matriculation results we have ever seen", and appealed to government to meet Sadtu before Monday to discuss the problems.

'Teachers will defy any strike ban'

ADT 12/8/93 (S2) (S2)

JOHN VILJOEN, Education Reporter
A COURT interdict will not deter teachers from going on strike from Monday, South African Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana said today.

Sam de Beer, minister of Education and Training, is applying for a court order against Sadtu in the Pretoria Supreme Court today.

The State seemed to think an interdict would deter teachers from going on strike, Mr Mdladlana said. "But I don't think that is the case."

The court application was not the issue, he said. The fact was that the Department of Education and Training (DET) had failed to keep an agreement to resume wage talks within four weeks of the talks held on May 21 which prevented a national strike.

These talks had been delayed until July 21 and then postponed until August 18 and 19. The teachers' protest

was a reaction to the government's "delaying tactics".

Mr Mdladlana said he was "not at all optimistic" that the strike could be averted at the last minute.

"We are dealing with an arrogant and intransigent government."

Asked about the timing of the strike so close to final exams, Mr Mdladlana said it was the State which was disrupting education.

The May 21 agreement included an undertaking that no new rationalisation would take place. Yet 650 teachers had left House of Representatives schools.

He accepted the Congress of South African Students' sentiment that the timing of the strike was unfortunate.

But so was the removal of these teachers from the classroom.

"Whether they get the court interdict or not, the fact is that 650 teachers are gone."

Pupils would be expected to come

to school on Monday in spite of the strike. Contingency plans had been devised, Mr Mdladlana said.

At some schools teachers had handed out assignments for pupils to work on during the strike.

Student representative councils and class monitors had been fully briefed on alternative plans for pupils.

Teachers would still come to school. "It is not a stayaway. The schools are the site of the struggle."

Apart from the contingency plans, teachers would attempt to make up lost time after the strike, he said.

He warned authorities against applying a "no work, no pay" policy and deducting "huge amounts" from teachers' pay packets. "That's going to be another problem."

Mr De Beer has applied for an order interdicting Sadtu and its national executive and regional leaders from inciting, encouraging or persuading teachers to strike or promoting a strike.

3lerk had had repeated be-
problems and had come to
on of welfare workers. He
a relatively unsupervised

The emotional state of Mr van Bie
at the time was probably interpreted

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Funfinder	8-10
Target	6
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Teachers' strike ruled unlawful

(321)

CT13/8/93

JOHANNESBURG. — The SA Democratic Teachers' Union (Sadtu) strike, due to begin on Monday, was yesterday ruled unlawful by a Pretoria Supreme Court judge — but the union has vowed to go ahead.

Sadtu president Mr Shepherd Mdladlana last night said the ruling would have no bearing at all on the union's decision to strike.

"The court has only confirmed that under South African law teachers are not allowed to strike. It does not affect our decision to strike," he said.

Mr Justice M M Joffe ordered Sadtu to show by September 14 why the order should not be made permanent.

Meeting

Yesterday the Western Cape region of the National Education Co-ordinating Committee expressed its "unqualified" support for the strike.

The Cape Teachers' Professional Association and the African Teachers' Union of SA said yesterday they could not support the strike.

● A Sadtu spokesman said late last night that the union had persuaded Education Minister Mr Piet Marais to meet them in Cape Town at 9am today to discuss issues including salary negotiations, while the National Education Training Forum would meet House of Representatives education officials at 10am today to discuss education rationalisation. — Own Correspondent, Staff Reporters, Sapa

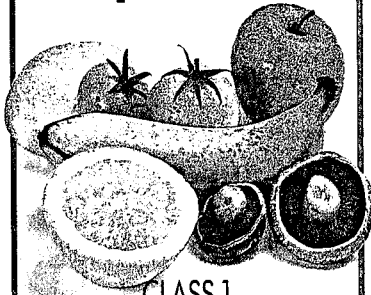
Pick



'n Pay

DISCOUNT

Supermarkets



CLASS 1
CLEAN MEDIUM
POTATOES

299

Gold (Ldn) (close) \$373.90
Gold (NY) (close) \$367.60
|| Keys Warm on page 11

Teachers chalkdown on Monday

(321)

APR 13 1993

■ Last-minute talks and a court application have failed to avert a strike by 75 000 teachers starting on Monday.

JOHN VILJOEN
Education Reporter

THOUSANDS of teachers across the country will strike on Monday following the failure of last-ditch talks in Cape Town and despite a local Supreme Court order against the intended action.

The 75 000-member South African Democratic Teachers' Union (Sadtu) has opted for a chalkdown over demands for a 20 percent pay increase and an end to rationalisation.

Teacher bodies met the state in separate salary and rationalisation talks yesterday. But Sadtu described both meetings, facilitated by the National Education and Training Forum (NETF), as disappointment.

House of Representatives Education and Culture Minister Pieter Saaman was quick to condemn the union.

The strike would affect the future of innocent pupils, especially as it came close to exams, he said.

The strike showed Sadtu's contempt for the negotiation process and should be called off in the interests of education, socio-economic development and stability, he said.

The State has said it will apply a no-work, no-pay principle during the strike.

Union secretary Randall van den Heever said court interdicts would have no effect on strike plans.

Court orders merely proved the obvious, that teachers were

legally not permitted to strike.

Union negotiator Vivienne Carelse said teachers would exercise the universally accepted right of strike action.

Ms Carelse told a Press conference yesterday that Sadtu would "not be made to feel guilty and responsible" for the disruption to education caused by the strike.

It was the state which was disrupting schooling, she said.

Referring to rationalisation in House of Representatives schools, Ms Carelse said 650 posts had been frozen. She calculated this had left 3 250 classes unattended.

The union was taking this action — a "responsible and disciplined" strike — as a last resort.

"The state is fully empowered to avert the strike, but they are not negotiating on the same terms that we are."

The union's demands were reasonable and legitimate and aimed to address the education crisis.

Ms Carelse said only the union's national strike committee had the power to instruct members to resume teaching.

Further salary talks with the state on Wednesday and Thursday would have a "pivotal" effect on the strike.

"The strike is not indefinite. It is as definite as the state would like to make it," she said.

Although more than 70 000 Sadtu members are due to chalkdown from Monday, they will be the only teacher body on strike.

The Union of Teachers' Associations of South Africa (Utasa), which has about 25 000 members in House of Representatives schools, and the 116 000-member National Professional Teachers' Organisation of South Africa (Naptosa) are among those not joining Sadtu.

Ms Carelse, part of a Sadtu delegation at yesterday's wage talks, said the meeting had failed to deliver.

The state had nothing to offer the four teacher associations — Sadtu, Utasa the Teachers' Federal Council, and Naptosa — which met yesterday.

There has been no advance on the pay offer of 6,7 percent for public servants.

The state turned yesterday's meeting into "a useless exercise" and had not shared the union's determination to find a solution. The public should hold the government responsible for what would happen on Monday, Ms Carelse said.

Union secretary Randall van den Heever, who was at talks with the House of Representatives over rationalisation, said Sadtu had been under severe pressure to avert the strike.

It had met authorities with this in mind, but had been disappointed by the approach of state officials.

Department staff arrived for the meeting under-prepared and it had become deadlocked. Sadtu, Utasa and the authorities would talk again, next Friday.

● See page 6.

Last-ditch bid 321 13/8/93 9mg. to avert teacher strike

□ Top-level meeting in the Cape today as S
Saddy action looms

JOHN VILJOEN, Education Reporter

A TOP-level emergency meeting is taking place in Cape Town today in a last-ditch bid to stop the strike by South African Democratic Teachers' Union members, due to start on Monday.

The deputy-director of the Department of National Education, Clive Roos, was to meet representatives from several teacher organisations at an undisclosed venue.

Mr Roos is the state representative on the National Education and Training Forum.

A spokeswoman for National Education Minister Piet Marais said the emergency talks were arranged yesterday.

Education department spokesmen said they were not permitted to disclose the venue.

Mr Marais could not attend the meeting as he was at the Natal congress of the National Party in Durban.

The teacher organisations meeting Mr Roos are the South African Democratic Teachers' Union (Sadu), the Union of Teachers' Associations of South Africa (Utas), the National Professional Teachers' Organisation of South Africa and the Teachers' Federal Council.

Retrenchment a key issue

At a separate venue the National Education and Training Forum's crisis committee chairman, Allan Tonkin, is chairing talks between officials of the House of Representatives Department of Education and Culture, Sadu and Utasa.

They will discuss the retrenchment of 3 000 teachers by the department — a key issue in the strike along with calls for a 20 percent wage increase.

The meeting is the latest attempt to limit disruption in department schools because of the rationalisation programme.

The meetings follow a Pretoria Supreme Court order granted to the Department of Education and Training yesterday interdicting Sadu members at black schools from going on strike.

DET spokesman Corrie Rademeyer said the department went to court in the interests of pupils.

"We trust that good sense will now prevail and that their educational aspirations will not be damaged further," he said.

But Sadu president Shepherd Mdladlana said the court order would not deter teachers from striking.

Under South African law teachers were not permitted to strike and the court order had merely confirmed this, he said.

The union accuses the state of failing to re-open wage negotiations within four weeks of an agreement reached on May 21.

Earlier this week Mr Marais refused a call from Sadu for wage talks set for next Wednesday and Thursday to be brought forward in an bid to prevent the strike.

Mr Marais said the date could not be changed.

The hasty arrangement of today's talks and the despatch of Mr Roos to Cape Town suggest a late change in that stance.



GREEN MACHINE: Here come the Boks for the second test against the Wallabies, as they head for the field. From the left are No 8 Tiaan Strauss, scrumhalf Robert du Preez, captain Francois Steyn, and hooker Ullrich Schmidt.

Friday the 13th hiccup as Bok coach

DEON VILJOEN in Brisbane

FOR any superstitious South African rugby supporter, a Friday 13th Springbok team photography shoot turned into a bad omen when coach Ian McIntosh missed the session.

The mentor's chair was emp-

ty as the cameras clicked away ... and depending entirely on your point of view, a sense of foreboding may now settle over the camp.

McIntosh arrived late from yet another social commitment — he had to deliver a luncheon

speech — and although apologising profusely, might be personally responsible by so. If the Boks lose the second test against Australia at the B. more ground tomorrow.

Happily, no black cats have been spotted near or inside

Strike illegal, court rules

BY PHIL MOLEFE
AND STAFF REPORTERS

The planned teachers' strike called by the South African Democratic Teachers' Union (Sadtu) was declared illegal yesterday by the Pretoria Supreme Court.

But minutes after the judgment was handed down, Sadtu assistant general secretary Thulas Nxesi said the strike would go on. (321)

Meanwhile Sadtu representatives are to meet government officials today in a bid to avert Monday's nationwide strike.

National Education Minister Piet Marais last night confirmed that officials from his department would meet Sadtu and "other teacher organisations" in Cape Town today.

Expectations

"The result of the discussions could have an effect on Sadtu's decision to strike," he said.

Earlier, Sadtu general secretary Randall van der Heever said of the meeting: "We are hoping that the Government will increase its 1,7 percent salary offer."

"If there is a reasonably satisfactory response to our demand, we will be calling a meeting this weekend to re-assess the strike on Monday."

The application to have the strike declared illegal was brought by Minister of Education and Training Sam de Beer, represented by Mac van der Merwe, SC. Sadtu opposed the application.

Afterwards Nxesi said: "Nothing will stop us from going ahead with the strike."

"This is the resolution we took at our national congress

◀ From Page 1

recently."

Department of Education and Training (DET) spokesman Kim McEvilly responded saying: "If anybody is talking about the strike going ahead, then he or she is in contempt of court."

In his temporary interdict, Mr Justice M M Joffe said the interests of more than 2 million pupils had to be placed before those of the teachers or those of the DET.

Joffe said it was clear

that teachers were not being adequately paid but the strike would be unfair to pupils.

He gave Sadtu until September 14 to show cause why the order should not be made final.

Stoned

Several organisations have also criticised Sadtu for calling the strike.

This week, the Congress of South African Students threw its weight behind a campaign to continue schooling.

And pupils at a high school in Kagiso, near Krugersdorp, stoned the school windows on Wednesday in protest against the planned strike.

In Soweto, about 400 principals will return to their schools today in spite of the order banning them from the school premises.

"If anything happens to principals or their property, then Sadtu will be held held responsible," the Soweto Principals' Council warned.

▶ To Page 3

Union is defiant over unlawful strike ruling

KATHRYN STRACHAN

THE SA Democratic Teachers' Union (Sadtu) strike, due to begin on Monday, was yesterday ruled unlawful by a Pretoria Supreme Court judge — but the union has vowed to go ahead.

Sadtu president Shepherd Mdladlana last night said the ruling would have no bearing on the union's decision to strike.

"The court has only confirmed that under SA law teachers are not allowed to strike, that teachers have no status and no bargaining rights," he said.

Judge M M Joffe ordered Sadtu to show cause by September 14 why the order should not be made permanent. *Bikay 1318193*

Meanwhile, efforts to defuse the dispute around coloured teacher cutbacks will continue today when members of the new education forum, including Sadtu, meet the House of Representatives in Cape Town to discuss ways of ensuring that classes at coloured schools are not disrupted.

Meanwhile, a high school in Kagiso was badly damaged when pupils went on the rampage in protest over excessive discipline meted out by teachers.

A pupil at Mafaesa High School said two teachers kicked and punched a boy whom they claimed was late. When pupils demanded the teachers involved should not be allowed back to school, the rest of the staff threatened to strike in support of their colleagues. *(321)*

In another development Education Co-ordination Service head Huw Davies said yesterday that work on the establishment of regional, nonracial education departments was well under way with the completion of phase one imminent, ADRIAN HADLAND reports.

The compilation of working documents, stating how the administrative change should take place, was in its final stages and marked the end of the first of four phases leading to the transition to unified education departments, he said in Pretoria.

Pay us or we'll strike — teachers

Negotiate, says the state, as 60 000 teachers threaten to strike over salaries. **Philippa Garson** reports

UNLESS the government and South African Democratic Teachers' Union come to an eleventh-hour agreement, 60 000 teachers will strike next week, delaying yet another blow to an already disastrous academic year.

With only two months before exams, many pupils will be affected by the strike. However, the industrial action is not expected to last longer than a week.

So far attempts by the African National Congress and National Education and Training Forum (NETF) to broker a meeting between the government and union before the strike date, August 16, have been unsuccessful.

The Congress of South African Students (Cosas) has sent out conflicting messages around the teachers' intention to strike — calling for the strike to be delayed, yet tacitly supporting it.

Sadtu's decision to strike follows an ultimatum issued to government to respond before that date with a

better salary increase than the 6.7 percent offered. The union is asking for a 20 percent increase.

Sadtu and three other teacher bodies are locked with the government in public sector wage negotiations, reopened in the wake of the crisis meeting between President P. W. de Klerk and ANC leader Nelson Mandela in May to solve the education crisis. After the initial five percent increase offered to all public servants early this year, the government has agreed to 1.7 percent more since negotiations resumed.

The state has ignored the ultimatum, calling on Sadtu to take its demands to the next round of negotiations on August 18 and 19.

Department of National Education deputy director-general Clive Roos said the state could not enter into separate negotiations with Sadtu as "there were many parties to the process of negotiations. The state is saying very clearly that negotiations are going to have to take place within the agreed upon structures for salary

negotiations".

The Department of Education and Training applied to the Pretoria Supreme Court yesterday for a court order to declare the strike illegal, interdict union leaders from promoting the strike and teachers from embarking on strike action. Sadtu was set to challenge the interdict in court yesterday on the grounds that the strike was not illegal. At the time of going to press the outcome of the legal action was not known.

Sadtu general secretary Randall van den Heever said the interdict, if won by the DET, would be "very difficult to enforce". He said the state was attempting to shift the responsibility for correcting salary imbalances to a new government next year.

Sadtu official Vivienne Carelse said the stalemate arose during negotiations last month when it emerged that the state was negotiating increases for limited categories of teachers only.

Linked to the union's demand for better salaries is the call to stop rationalisation and scrapping of teacher posts in the House of Representatives. In Sadtu's view, the department should trim its top-heavy

bureaucracy before cutting teacher posts and funds allocated for schools. Although 3 200 teaching posts are due for the chop, far more temporary teachers could be in line for re-employment.

The NETF has intervened in recent weeks in the rationalisation crisis, preventing about 3 000 teachers opting for "voluntary retirement packages" from leaving their posts until December. Sadtu is dissatisfied with the education department's response to the 600-odd posts already vacant. However, it is backing the NETF's attempts to solve the problem.

The NETF is not expected to intervene in the salaries issue as it is a labour dispute.

Cosas general secretary Thendo Ratsililanga said the organisation contended rather than supported the strike. "As Cosas we acknowledge the demands by the teachers as legitimate ... (we believe) that if the government took drastic steps towards addressing the pleas of teachers, the strike (could) be averted."

Cosas is to meet Sadtu to find other mechanisms to help pupils continue their studies if the strike goes ahead.

WM 13-19/8/93

321

455

Teachers to defy court orders

Staff Reporter

THE SA Democratic Teachers' Union will press ahead with their national strike despite a flurry of successful urgent court interdicts outlawing their chalkdown.

Last night the Cape Town Supreme Court also ruled in favour of the government, declaring the strike action illegal and indicting each member of Sadtu "from taking part in the proposed strike".

The Department of Education and Training and the Min-

isters of Education and Culture in KwaZulu, the House of Representatives and the House of Delegates have all successfully applied to have the strike declared illegal.

Five hours of talks in the city between Sadtu, the Union of Teachers' Associations of SA (Utas) and representatives of the House of Representatives ended in deadlock and the court interdicts failed to sway Sadtu.

"At this point we have a deadlock — the strike is on Monday," Sadtu general secre-

tary Mr Randall van den Heever announced at a press conference.

National Education Minister Mr Piet Marais told the Cape Times during the National Party's Amanzimtoti congress the indefinite strike by 75 000 teachers would be a "disaster for education" if it went ahead. He said the "no work no pay" rule would apply.

Mr Marais said the government was prepared to do "everything possible" to ward off the strike, including meet

with a Sadtu delegation this weekend.

However, he told delegates, the government was not going to deal with Sadtu with "kid gloves". CT 14/8/93

Supreme Court judge Mr Justice F D J Brand, in his city chambers last night, said the interdict was in the "interests of the hundreds of thousands of school children".

He said the reported intention of Sadtu not to obey the interdict was against the rule of law "fundamental in a civilised society". (32) (52)

Principals and union at odds Star 14/8/93 over strike

CAPE TOWN — South African Democratic Teachers' Union members would strike on Monday, SADTU general-secretary Randall van den Heever said yesterday.

This came after five hours of talks in Cape Town between SADTU, the Union of Teachers' Associations of South Africa and representatives of the Department of Education and Culture in the House of Representatives, facilitated by National Education and Training Forum crisis committee chairman Allan Tonkin.

Van den Heever said delegates deadlocked after the department said statistics on its rationalisation programme were not available. Another meeting would be held in a week.

Van den Heever said the department insisted that discussions on rationalisation be based on new pupil-teacher ratios. "This was totally unacceptable to us."

Soweto school principals opposed a strike, the township's Principal Council chairman Serame Lekgetho said yesterday.

SADTU had asked principals to stay away from their schools until a dispute over wage cuts

had been resolved.

Lekgetho said principals would report to school on Monday.

"We are not leaving the schools. If we are facing a problem in education, we should talk about it."

There were many avenues to resolve teachers' demands, Lekgetho said. Principals were not opposed to strikes as long as they were discussed and it was agreed that this was the only way to resolve a dispute.

(321)
Alone

Lekgetho charged that SADTU was implementing decisions without consulting principals. "We say 'no' to one section deciding what should happen. SADTU is sitting alone in a room and deciding what should happen."

There were regional principals' meetings in Soweto's Dobsonville, Orlando, Meadowlands, Diepkloof and Naledi sections on Thursday and again yesterday, Lekgetho said.

On Thursday about 400 headmasters had decided unanimously that principals would remain in school. Another meeting had been scheduled for Tuesday to reassess the situation. — Sapa.

DRC document slams 'immoral' teachers

South 14181 - 18/8/93

By Richard Ross

THE MORAL and ethical content of the document is most of teachers to the community in general, the Dutch Reformed Church said in a scathing attack on teachers who sign.

A document drafted by office bearers of the DRC criticising teacher actions has been distributed among school

and parents.

It said the teaching corps was "afflicted and short-sighted" with its protest action and its call for support in the teacher community.

The document said many teachers were guilty of "underachievement in their classrooms" and many displayed an "extremely weak moral image".

It accused teachers of abusing school

and, having legitimate children and making school's progress.

The document asked teacher organisations for "unimpeachable practice".

They said parents were expected to support "children" without being properly informed on all aspects of the matter and "without other opinions of parents being tested".

"We are convinced that the manner

(321)

in which the Cape Teachers' Professional Association (CTPA), the South African Democratic Teachers Union (SADTU) and individuals in these organisations, the document said, decisions of the government about education," the document said.

CTPA president Mr Andrie Vermeulen said he believed it was "not worth the effort" to respond to the "unjustified speculations and accusations".

"Teachers make a valuable contribution to their communities and perform their duties under considerable stress," Vermeulen said. "I am completely satisfied that our information campaign to the parent community throughout the province reached parents and explained the consequences of the department's actions more than adequately."

By Rehana Rossouw

IN the next four days, the South African Democratic Teachers' Union (Sadtu) will have to keep a delicate balance between their members' anger and parents' concerns.

All signals are that the teachers' strike is going ahead on Monday, despite withering criticism from other organisations and legal action from education departments.

In the Western Cape, a Sadtu strike council meeting — where all branches were represented — voted unanimously to strike.

However, Sadtu regional chairperson Mr Glen Abrahams said there were indications the union would not get as much support for the strike as they did in May.

"We welcome interventions from other organisations to defuse the crisis, but the same was done last time and nothing was achieved,

Sadtu caught between parents and teachers

South 1418 - 1818/93

especially where salaries are concerned," Abrahams said.

"It is in the interests of our membership that we take action before they become disgruntled with their organisation." (321)

Abrahams said Sadtu was aware of parents' concerns that the strike would affect their children's exam results. (S)

The strike would be reviewed after salary negotiations with the government on Tuesday and Wednesday.

"Parents should wake up to the reality that their children will suffer for even longer if teachers do not take action now against cutbacks in education," Abrahams said.

"We are not teaching their children at present anyway, we are busy with crowd control in the classrooms."

Cape Teachers' Professional Association (CTPA) president Mr Archie Vergotine said although teachers had "ample reason" to strike, the interests of the children had to come first.

"There is a measure of justification for radical action. Teachers are extremely frustrated by the government's attack on the standard of education," Vergotine said.

"But at this stage of the year — with final exams in two months — we know what the disastrous consequences of strike action could be."

SITimes 15/8/93
Parents slam strike

ALTHOUGH it faces sanctions and criticism from teachers and organisations across the board, the South African Democratic Teachers' Union (Sadtu) has vowed to go on strike tomorrow, reports NORMAN WEST.

Three court orders have prohibited the strike, and Sadtu also faces the wrath of parents and organisations opposed to teacher strikes.

(321) (402)
Among the bodies that have slammed Sadtu's strike call are the Principals Council of Soweto and the Azanian Students Movement (Azasum).

The PAC's Benny Alexander and ANC Western Cape regional secretary Tony Yengeni did not question the right of teachers to strike.

"But we don't want to inherit a generation of illiterates," said Mr Yengeni.

Sadtu urges all teachers to strike

By **AYESHA ISMAIL**
15/12/93

A CALL to "avoid chaos in schools" by all teachers coming out on strike tomorrow — the first day of a chalk-down by members of the South African Democratic Teachers' Union (Sadtu) — has been made by the union's general secretary, Mr. Randall van den Heever.

Sadtu is to go ahead with the strike in defiance of a court interdict granted to the Minister of Education and Culture Mr. Pieter Saalman late on Friday night, to halt the action.

The Union of Teachers' Associations of South Africa (Uta) and the National Professional Teachers' Organisation of South Africa will not take part in the strike.

This would create problems at schools as Sadtu members would not be taking classes, while non-Sadtu members would, Mr. van den Heever said.

'Disappointed'

"We want to call on all Sadtu members and non-members to join the strike to avoid chaos."

Mr. van den Heever said the interdict applied only to Sadtu teachers. If non-Sadtu teachers joined the strike, no action could be taken against them.

Mr. van den Heever said he was "disappointed" that the department had resorted to "repressive measures such as court orders and interdicts to deal with teacher disputes, rather than attempting to resolve these through bone fide negotiations."

Sadtu is demanding a 20 percent increase and an end to rationalisation. Under the programme, more than 3 000 teaching posts have been made redundant.

Teacher bodies met the state in separate talks on Friday to discuss salaries and the department's rationalisation programme.

"We could not reach agreement," Mr. van den Heever said.

The Sadtu delegation came prepared with schedules and statistics on vacant posts. We were appalled that top officials of the department did not have the statistics at hand.

"They told us they needed two weeks to get them."

'Failed'

Sadtu's chairman in the Western Cape, Ms. Vivienne Carelse, said that even after months of negotiations, the government had failed to address salaries and rationalisation adequately.

The union would not be made to feel guilty or responsible for disruptions during the strike, she said.

"The department has disrupted the education system by freezing posts, by placing teachers on early retirement in the middle of the year and by not allowing these teachers to be re-placed."

Teachers will strike today

Sowetan 16/8/93
(321)

By Lulama Luti

ABOUT 76 000 teachers countrywide are expected to take part in a nationwide strike today called by the South African Democratic Teachers Union.

This follows the failure of last-ditch attempts by education authorities at the weekend to prevent the strike which will affect more than two million pupils.

Sadtu general secretary Mr Randall van den Heever said on Friday that teachers would report to schools today but would refuse to teach.

Van den Heever said the strike would continue until the State had responded positively to the teachers' "reasonable demands".

Top of the list is a 20 percent across-the-board salary increase, and a moratorium on retrenchments and rationalisation.

The Government is offering 6,7 percent. The decision by Sadtu to go ahead with the strike is in defiance of a Pretoria Supreme Court ruling on Friday in which the strike was declared illegal.

Sadtu remained adamant that the strike would go ahead despite the court decision.

Van den Heever said Sadtu would attend the next meeting of the Joint Bargaining Forum this coming Wednesday and Thursday (August 18 and 19) in Cape Town where the Government will respond to their demands.

While Sadtu's decision to go on strike has been slated by education authorities, some organisations, including the Congress of South African Trade Unions, supported the teachers' action.

And the Wits region of the Pan Africanist Students Organisation yesterday also came out in support of the strike.

Teachers' strike chaos expected

321

CT 16/8/93

CHAOS is likely at more than 600 schools in the Western Cape today as members of the SA Democratic Teachers' Union (Sadtu) begin an indefinite national strike.

The strike is going ahead despite an appeal by the Congress of SA Students (Cosas) to teachers to delay their action to a time that is less critical for pupils facing exams.

Sadtu, which has about 80 000 members, reaffirmed its decision after last-ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful, aims to make the government concede to demands for a 20% wage increase and a halt to coloured teacher cutbacks. Wage negotiations will continue this week.

The Union of Teachers' Associations of South Africa and the National Professional Teachers' Organisation of South Africa have decided not to take part in the strike. The Cape Teachers' Professional Association, which represents 22 000 Cape teachers, yesterday slammed the strike.

More than 600 black and coloured schools in the Western Cape — where Sadtu has 8 000 members — will be affected. Sadtu's chairwoman in the Western Cape, Ms Vivienne Carelse, yesterday brushed aside claims that there was any split in its ranks and blamed the government for the strike.

Dr Allan Boesak of the ANC yesterday said the teachers' demands were reasonable and the ANC fully supported them.

At the Natal NP congress, National Education Minister Mr Piet Marais warned that the "no work, no pay" principle would be applied.

Azapo yesterday called on Sadtu to cancel the strike. — Staff Reporter, Own Correspondent

Teachers set to bring education to a halt

MORE than 80 000 teachers are set to begin their indefinite national strike today, leaving black schools in disarray less than two months before year-end exams.

The SA Democratic Teachers' Union (Sadtu) vowed to go ahead with its protest after last ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful by the Pretoria Supreme Court last week, aims to compel government to concede to teach-

KATHRYN STRACHAN

ers' demands for a 20% wage increase and a halt to coloured teacher cutbacks.

Government has offered an increase of 6.7%, 1.7 percentage points above its original offer, but wage negotiations will continue this week. (321) (354)

The strike is going ahead despite the Congress of SA Students' (Cosas) appeal to

□ To Page 2

Teachers

teachers to postpone the action to a time that was less critical for pupils.

On Friday, The Azanian Students' Movement described the strike as "suicidal to education" and called on teachers to ignore it. "For the sake of the children, Sadtu must seek alternative ways of addressing its problems instead of acting according to the interests of the oppressor." (321)

Sapa reports from Durban that the Azanian People's Organisation (Azapo) yesterday called on Sadtu to cancel its strike and pursue other "less self-harming programmes" of protest instead. (321)

National Education Minister Piet Marais warned that the "no work, no pay" principle would be applied to striking teachers. He told the NP Natal congress that government would no longer use kid gloves in its dealings with Sadtu.

Soweto school principals were also opposed to the strike and planned to report for work in defiance of Sadtu's decision,

the township's principal council chairman Serame Lekgetho said on Friday. He said that at a meeting with Sadtu last week, principals had been asked to leave their schools and not to report back until the issue of teachers' wage cuts was resolved.

Cosatu also entered the fray on Friday, attacking government's handling of the dispute. By failing to resolve the differences peacefully and opting for a court interdict against the strike, government had shown that it lacked the political will to resolve the education crisis, Cosatu said.

The Inkatha-aligned United Workers' Union of SA, for its part, charged that Sadtu wanted to disempower black pupils with its strike action.

"People should work under improved conditions of employment, but at the same time we should not support Sadtu's strategy to randomly call for a chalk-down which is counterproductive and destructive," the union said.

□ From Page 1

Higher pay offer to teachers, public servants

BRUCE CAMERON
Business Staff

THE government, backed into a corner by the surge of boycotts and violence, has made a last minute offer to add an average two percent to public servants' and educators' wage bills in an effort to break the teachers' strike.

It appears the additional money will be spread in favour of teachers.

The offer was announced by the Commission for Administration last night.

The offer, which will take

effect from November 1, will push civil servants salary increases up by seven percent over a full year.

At this stage it appears the offer will come at no additional expense to taxpayers.

The offer follows repeated warnings by the government that a higher wage bill could not be afforded because of the parlous state of the economy and the spiralling government deficit.

For this year the additional two percent on the salary bill will cost slightly less than

R400 million but will add an additional R850 million to the budget over a full year.

Civil servants and educators were given an average of five percent in increases in the Budget earlier this year at a cost of R2,2 billion.

Director-General of State Expenditure Hannes Smit said that effectively the state would have to find an additional R400 million this year if the offer was accepted.

He was optimistic that the money could be found from government savings. Apart

from additional spending on drought relief it appeared tough new measures to curtail government spending were on track and the deficit would not increase beyond the budgeted R25,3 billion.

But he would have a better idea of the position when full interim accounting was done next month.

Commission for Administration spokesman Corrie Smit said: "The salaries of the educators at the bottom end of the salary scale especially can be improved significantly".

Pupils sent home in Soweto

Teachers go ahead with strike

Star 16/8/93

BY PHIL MOLEFE
and JUSTICE MALALA

Soweto schools ground to a virtual halt today as the teachers strike got under way.

Hundreds of Soweto pupils were sent home from most schools on the first day of the strike.

Most teachers, who are members of the South African Democratic Teachers Union (Sadt), stayed at home while those who arrived at schools did not go to classes.

A meeting is to be held later today to discuss how long the strike will go on and what form it should take.

Thousands of pupils made

CHALK-DOWN goes ahead despite court interdicts and opposition from pupils and politicians.

their way to schools in Atteridgeville and Mamelodi today, but early indications were that schooling would not take place.

Despite two court interdicts and opposition from pupils and political organisations, the 70 000 teachers across the country plan to bring black schooling to a standstill with the strike in support of wage demands.

Sadt secretary-general Randall van den Heever yesterday said the strike by

union members would definitely go ahead.

This is expected to affect about 2 million pupils.

The Congress of South African Students has called on pupils to try to learn on their own. Most of the pupils fall under the Department of Education and Training.

The rest are under the coloured and Indian departments of education.

Yesterday DET spokesman Kim McEvilly said the principle of "no work, no pay" could be used against teachers.

"They must also be aware that by not going to school they would be in contempt of court," she said.

The department could also find the teachers guilty

► To Page 3

Teachers' strike starts

4 From Page 1

of contravening their contracts of employment. (321)

At this stage she could not confirm whether these measures would be taken.

The union is striking over the controversial rationalisation of teachers in the House of Representatives (HoR) and over a salary dispute with Government.

The union is demanding a 20 percent across-the-board increase and the Government has offered 6,7 percent. (321)

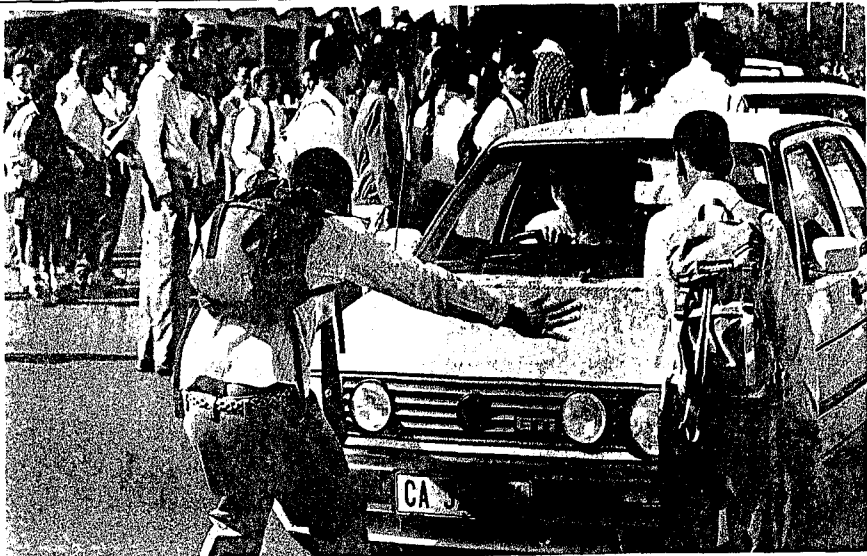
More than three months of schooling have already been lost

this year due to strikes, boycotts and stayaways.

The ANC has said the strike would exacerbate the education crisis, but that the teachers had legitimate grievances.

Cosatu said it believed there was a reasonable chance of averting the strike if the Government stuck to agreements reached in May, when Cosatu intervened to halt strike action.

Talks held between the Government, the HoR's education department, the Union of Teachers' Associations of South Africa and Sadt ended in deadlock on Friday.



NO-GO AREA . . . Pupils block motorists at the intersection of Adderley and Strand Streets yesterday at the sit-in protest organised by the non-aligned Western Cape Students' Congress (Wesco). Thirteen protesters were later arrested. Picture: BENNY GOOL

Talks bid to halt strike

Own Correspondent

JOHANNESBURG. — Striking teachers are to continue their wage talks with education officials tomorrow after yesterday's start to the crippling strike.

SA Democratic Teachers' Union (Sadtu) general secretary Mr Randall van den Heever said teachers had gone ahead with their strike for wage increases and against staff cutbacks in spite of three court orders declaring it illegal.

The 80 000-strong union said the high level of support for the strike could force an early break-

through in its push for a 20% wage hike. The state is offering 6,7%.

The chalkdown, which comes barely two months before two

STRIKE 'PARALYSES' W CAPE SCHOOLS

— PAGE 4

million pupils face their year-end exams, ignores an appeal by the Congress of SA Students to teachers to delay their protest until a less critical time.

The Department of National Education's deputy director-

general, Mr Clive Roos, attacked Sadtu for striking when all the issues it offered as reasons for striking were under negotiation.

But the ANC backed the union, saying that teachers had legitimate concerns.

● Soweto Education Co-ordinating Committee spokesman Mr Jolly Mathongo said pupils had reported to school yesterday morning to discuss ways of continuing their studies without their teachers.

● Paralysis as teachers strike — Page 4

Rina Venter

'Paralysis' as teachers strike

321
C177/8/93

JOHANNESBURG. — A strike by thousands of teachers demanding higher pay paralysed education in townships countrywide yesterday.

The Department of Education and Training reported widespread stayaways, more effective in townships than rural schools, with parts of the Western Cape and Soweto hardest hit.

Teachers demand a 20% pay hike and have rejected the state's improved offer of 6.7%.

The SA Democratic Teachers' Union (Sadtu), which is co-ordinating the indefinite strike, claims a membership of 80 000. A DET spokesman said this meant the strike had affected about three million pupils.

Several Peninsula headmasters declined interviews yesterday, but a source said at least 325 of 418 teachers in the Elsie's River area were on strike.

About 3 000 striking teachers

W Cape, Soweto 'hard-hit'

rallied at the University of the Western Cape stadium yesterday to hear their leaders.

Sadtu national president Mr Shepherd Mdladlana told the rally that as teachers were now on strike, "this is war, therefore we need war talk."

"If you have started war, are you going to be told by your enemy to stop?" he asked.

Cosatu speaker Mr Salie Manie

said 100 000 teachers countrywide had take-home pay of just R700 a month or less.

He asked strikers to do more "to get parents on your side".

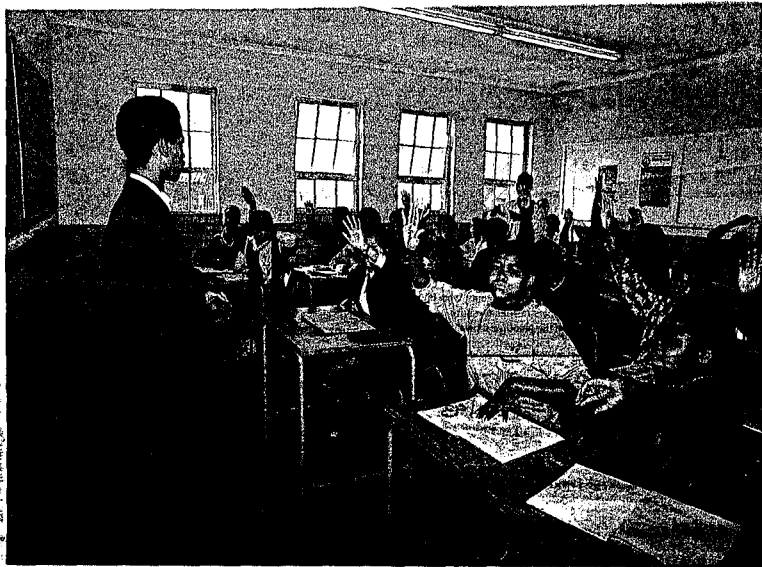
Mr Tony Yengeni, regional ANC general secretary, said the ANC in the Western Cape was "squarely" behind the action.

But he said the concerns of many parents were genuine, adding that "we must make up time lost by the students".

In Soweto pupils roamed the streets as teachers brushed aside criticism and trampled court orders declaring the strike illegal.

Sadtu deputy general secretary Mr Thula Nxesi said Sadtu considered the first day of the strike a success and was not considering halting the action.

● Pupils in Maritzburg decided on an "each one, teach one" campaign to study old exam papers during the strike. — Sapa, Staff Reporter



NO TEACHING, SO PUPILS DO IT THEIR OWN WAY ... These pupils at the Alhambra Secondary School in Molapo, Soweto, preferred to have a pupil teaching them during a strike by the South African Democratic Teachers' Union which began yesterday. **PIC: PAT SEBOKO.**

Schools standstill

Soweto 17/8/93

(321) (324)

By Isaac Moledi, Josias Charle and Sapa

SCHOOLING throughout the country ground to a standstill yesterday as thousands of teachers defied two court interdicts and opposition from community organisations and went on an indefinite strike.

The wage strike by about 70 000 teachers has affected an estimated two million pupils throughout the country.

Deputy Director-General of National Education Mr Clive Roos said yesterday: "It is unfortunate that the South African Democratic Teachers' Union should persist with its strike in spite of the fact that all the issues it offers as reasons are under negotiation."

Sadru has not given any formal notification of its intention to strike, nor of its reasons for the strike. However, it would appear that Sadru offers as reasons for its strike a dispute about rationalisation at the Department of Education and Culture, teachers' retrenchment and so-called unilateral restructuring."

Department of Education and Training spokeswoman Ms Kim McEvilly said yesterday that the biggest disruptions were in the major centres and the strike was less effective in rural areas.

She said the principle of "no work, no pay" would be used against striking teachers.

"They must also be aware that by not going to school they would be in contempt of court."

In Soweto, teachers who reported to their schools had to leave early to attend a meeting called by the South African Democratic Teachers' Union at Vista University, where it was decided to march to the offices of the Department of Education and Training on Friday to present teachers' demands.

Sadru also agreed to organise various area meetings during the week, starting today, throughout the country to look at what strategies to adopt.

A spokesman for the National Education Coordinating Committee in Natal, Mr Ganga Tsengijwe, said members of the Congress of South African Students began their sit-in at 1pm.

Minister of Education in the House of Delegates Ms Devagie Govender appealed to parents to ensure their children went to school in spite of the strike. She said Sadru had given the wrong impression that schools in her department were closed. "This is definitely not true."

Sadru claimed an 85 percent stayaway among its 12 000 members at 2 000 schools in Natal in what it said was an "incident-free and peaceful" start to its wage strike.

Sadru president Mr Shepherd Mdladlana said yesterday the strike was "a withdrawal of labour" and not "a stayaway".

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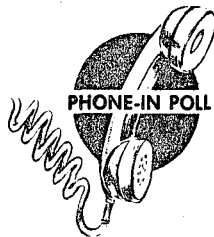
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Support for strike varies ⁽³²⁾ in Cape

Staff Reporters ^{9/17/84}

WHILE black education is at a standstill under the weight of a nationwide strike, Western Cape authorities say the effect on coloured schools has been limited.

Thousands of South African Democratic Teachers' Union (Sadtu) members stayed away from school for a second day today.

Department of Education and Culture (House of Representatives) spokesman Claude Adriaanse said only between 20 and 30 percent of teachers, mostly in high schools, went on strike yesterday.

In some areas, such as Upington, the strike seemed to have had no impact at all.

In Worcester "a few secondary schools" were affected, with teachers travelling to Bellville for a rally.

At George teachers at three high schools went on strike. The percentage stopping work varied between 30 and 90 percent, Mr Adriaanse said.

But early indications today were that the strike was spreading, especially in the Southern Cape, he added. A clearer picture would emerge later.

There are several court interdicts declaring the strike illegal and the 22 000-member Cape Teachers' Professional Association, whose members work in coloured schools, is not on strike.

In Cape Town today hundreds of striking teachers converged on the Khayelitsha stadium and then marched to the police station, where they presented a memorandum to DET regional director Johan Brand.

The marching strikers were joined by hundreds of residents, who chanted slogans. At the Khayelitsha police station Dr Brand, accompanied by liaison officer Mtumtuzeli Belewa, said the memorandum would be submitted to the Department of National Education as soon as possible.

"We want to say to the DNE that the apartheid tactics are a clear indication that the government has no intention of resolving the education crisis, which is disruptive and counter-productive in this period of transition towards a democratic government," the memorandum read.

Several police vehicles were in evidence but there were no incidents when the march began.

National Education deputy director-general Clive Roos has criticised the union, saying the issues over which it is striking are all under negotiation.

In Natal the union claimed an 85 percent stayaway.

In Port Elizabeth about 4 000 teachers joined the strike yesterday. Pupils who were left without teachers were seen leaving their classrooms on their way back home.

Schools remain empty

July 18/1983

BY PHIL MOLEFE
and STAFF REPORTERS

Black education has virtually come to a halt under the weight of a nationwide strike as thousands of South African Democratic Teachers' Union (Sadtu) members stayed away from school for a second day. Sadtu today claimed a 90 percent stayaway of teachers nationwide.

Classes in most black, coloured and Indian schools across the country were severely disrupted. (321)

The black and white school uniform virtually disappeared from the streets today as many pupils chose to stay at home on the second day of the strike.

The Department of Education and Training (DET) said it was unfortunate that Sadtu had persisted with the strike "in spite of the fact that all the issues it offers as reasons are under negotiation."

DET spokesman Corrie Rademeyer said: "Internationally, striking while negotiations are in process is considered an unacceptable labour practice."

The education of two million pupils has been placed at risk by the strike.

A snap survey by The Star showed schooling was partially in many areas.

► To Page 3



While the cat's away . . . pupils at Vulamazuko school in Diepkloof took to the playing fields yesterday. The teachers' strike disrupted classes in most black and coloured schools. PICTURE: KEN OOSTERBROEK

Schools stay empty

From Page 1 (321)

Schools in Soweto, Pretoria, the Vaal and the West Rand ground to a virtual halt.

The known exceptions were in Tokoza and Katlehong on the East Rand. "Our branch supports the strike but has decided to explore other ways of protest outside teaching hours," Sadtu's East Rand branch said. The two townships have been ravaged by violence in recent months.

The Katlehong branch of the Congress of South African Students urged pupils to return to school to make up for time lost.

Sadtu officials said most of its members had thrown their weight behind the strike.

The union is demanding an across-the-board salary increase of 20 percent. The Government is offering 6,7 percent.

Sadtu also wants a moratorium on retrenchments and the Government's "unilateral restructuring of education."

Sadtu assistant general secretary Thinas Nxesi declared the first day of the strike a success.

The Government has warned that the principle of "no work, no pay" would apply.

Black schools deserted as thousands of teachers begin illegal strike

BLACK schools across the country were left deserted yesterday as the SA Democratic Teachers' Union (Sadu) began its industrial strike.

The court and staff protesting had gone ahead with their strike last night, in defiance of the court's order that the strike be illegal.

The court and staff protesting had gone ahead with their strike last night, in defiance of the court's order that the strike be illegal.

The strike, which comes barely two months before a million pupils face their final school examinations, has been hailed as a critical time for the National Education Department (Ned) to delay their protest until a less critical time.

The department was once again excusing its failure to deal with the strike, saying that the general strike was once again excusing its failure to deal with the strike.

Thousands of teachers begin illegal strike

KATHY STRACHAN

Sadu was using the strike to place unacceptable pressure on the government to negotiate with the union.

The two groups will meet again tomorrow to continue wage talks.

ANC was seriously concerned that teachers were not covered by the Labour Relations Act and that they were denied the right to strike.

The court ruled that they were denied the right to strike.

decided to explore other ways of protest

Some of the teachers who had been involved in the strike had been involved in the strike.

Some of the teachers who had been involved in the strike had been involved in the strike.

Pupils teach pupils

CT18/8/93

(32)

(32)

(32)

Staff Reporter

PUPILS in township schools countrywide are teaching each other in "Each One Teach One" campaigns while their teachers are out on strike.

Teachers at many schools have prepared work schedules for their pupils to ensure that learning continues while they are on strike, according to the National Education Coordinating Committee (NECC).

At Fezeka High School in Guguletu pupils held their own alternative classes yesterday.

In Orlando, Soweto, reporters were surprised to see that a teacher standing in front of the blackboard explaining algebraic equations to a group of matric pupils at a high school turned out to be just another pupil taking his turn to instruct the class.

High school pupils in townships near Durban and Maritzburg were yesterday also substituting formal education with "Each One, Teach One" classes, an NECC official said.



EACH ONE TEACH ONE . . . Manelisi Mpandle, a physics whizzkid, gives his classmates lessons at Fezeka High School yesterday. Picture: FANIE JASON

On the Rand some pupils held sit-ins and other protests at education offices in support of the strike by the SA Democratic Teachers' Union, while others held alternative lessons.

The name of the "Each One Teach One" campaign originates from the 1980s, when it was used

by the Congress of SA Students.

A Department of Education and Training spokesman yesterday confirmed that widespread alternative classes were being held, saying they were a reaction to "desperate times".

● **More teachers join Sadtu**
chalkdown — Page 5

Teachers, pupils stage protests

CT 18/193 (321)
Staff Reporter

MORE than 2 000 teachers, pupils and parents from schools in Khayelitsha marched to a local police station yesterday to protest against the government's rationalisation programme in education.

After handing a petition to the Department of Education and Training's Western Cape regional director, Dr Johan Brand, the protesters gathered for a rally at a local church.

In another SA Democratic Teachers' Union protest more than 200 teachers and pupils marched to Sokhulu, Sonwabo and Siviwe primary schools in Guguletu to ask the principals "not to be used by the state" to avert the strike.

A DET spokesman said there had been no intimidation of teachers in Peninsula schools.

● Tomorrow is D-Day for the exam hopes of two million pupils whose educa-

tion is paralysed by the teacher strike. That is when the outcome of bargaining between the state and the Sadtu will be known. The talks begin in Cape Town today.

The union and the Department of National Education (DNE) will attend the two-day meeting of the Joint Bargaining Forum in Cape Town, with the DNE obliged to respond to Sadtu's demands at tomorrow's final session.

Bid to end strike

Sowetan 18/8/93

Sowetan Reporters and Sapa

THE GOVERNMENT, teachers and education officials are to meet today in a bid to end the teachers' strike which started on Monday.

As the strike by members of the South African Teachers' Union gained momentum throughout the country yesterday, the parties decided to meet in Cape Town to discuss grievances that led to the action by the teachers.

Another meeting is scheduled for tomorrow with officials of the Department of Education and Training.

Sadtu said yesterday the outcome of the meetings would determine whether or not the union would go ahead with the strike.

The strike has already brought most of the DET, coloured and Indian schools to a standstill.

A DET spokesman said yesterday that all factors which led to the strike would be discussed at the meetings. He said the DET was hopeful that the dispute would be resolved.

National Education deputy director-general Mr Clive Roos has condemned the strike and said Sadtu decided to go ahead with their strike in spite

of the continuing negotiations to resolve their grievances.

In Lebowa, police arrested 34 striking teachers in the Sekgose area when thousands of black teachers went on strike to back demands for higher salaries. (321)

Schools throughout the country remained empty as teachers met at various centres to adopt a three-week programme of action to back up their demands. (324)

About 300 Sadtu members yesterday occupied the Vanderbijlpark education inspector's office to press for higher pay.

Police spokesman Major Piet van Deventer said police were monitoring the situation.

Sadtu has called out its 80 000 members to support demands for a 20 percent wage increase and an end to retrenchments. The Government which has accused the union of walking out while negotiations in progress has offered 6,7 percent.

The strike comes two months before pupils are to write their end-of-year examinations.

Sadtu has claimed a 90 percent stayaway by teachers nationwide and between 85 and 95 stayaway at departments of education in Natal.

Night work a coincidence, officer tells Goniwe inquest

PAT CANDIDO
The Argus Bureau

PORT ELIZABETH. — A security policemen told the Goniwe inquest he disagreed with statements by two of his senior officers, emphasising it was mere coincidence that he was at work at 11.30 the night three policemen and an informer were killed in a car bomb blast.

REC 18/8/93
Captain Gert Lotz, who was a warrant officer when the car exploded on the Motherwell-Addo Road on December 15 1989, said he could not understand why his commanding officer, a Colonel Roelofse, had his name on a duty roster for work in the townships that night.

He said he could not understand why Captain Deon Nieuwoudt, who had lent him a Jetta motor car for two hours that morning, would have said he was on duty from 7.30am to 1.30am.

Captain Lotz said he went off duty at 4pm and returned to his office about 8pm to complete paper work.

He said when the telephone rang in Colonel Roelofse's office at 11.30pm it was mere coincidence that he answered it.

It happened to be Captain Nieuwoudt, who asked him to bring the Jetta he had used that morning for use by policemen Amos Faku, Mbalala Ngoduka and Desmond Mapipa and informer Charles Jack.

The four, who were to keep watch on a suspected terrorist, had asked for a car that was not well known in the townships.

Soon after the men's minibus was swapped for the Jetta, the car exploded, killing all four men.

In his statement to the inquest, Captain Lotz said he had asked Captain Nieuwoudt for a vehicle so that he could interview an informer.

He was told to take a white Jetta parked under trees in front of Louis le Grange Square.

The informer did not turn up and he did one or two errands before returning the car to its original spot.

He put the keys on Captain Nieuwoudt's desk.

He said at 11.30pm Captain Nieuwoudt asked him to bring the Jetta to Motherwell and return the minibus to Louis le Grange Square.

He noticed the radio in the

minibus was off only when he got to the police station.

As he switched the radio on, he heard Captain Nieuwoudt shouting about a bomb explosion. He went to the scene with Colonel Roelofse.

Under cross-examination by Mahomed Navasa, for the families, he said his statement had not given all the details. He had been told to ask a Captain Van Vuuren for a car. No mention was made of a Jetta by Captain Nieuwoudt.

He said he had returned to the office of his own free will and could not say why Captain Nieuwoudt would have said he was on duty from 7.30am to 1.30am. This statement was incorrect. He had not worked those hours.

Asked how Captain Nieuwoudt would have known to ask him to bring the Jetta if no mention of the car had been made earlier, he said he could not remember if Captain Nieuwoudt had said simply "bring the car you drove this morning".

Asked by Mr Navasa why he looked so nervous and impatient in the witness box, he replied he was not nervous.

The hearing continues.

Concern for pupils as strike escalates

■ BY PHIL MOLEFE
EDUCATION REPORTER

As the nationwide teachers' strike intensified yesterday, concern was mounting about the education of more than 2 million pupils hit hard by the action. *star*

Various organisations yesterday expressed concern at the deepening crisis in black education and urged the Government to move swiftly by addressing teachers' demands. 1818193

The Government and teachers' representatives are to meet in Cape Town today to discuss the teachers' grievances over pay, retrenchments and the restructuring of education. (321)

Another meeting is due to take place tomorrow between teachers and Department of Education and Training (DET) officials.

The South African Democratic Teachers' Union (Sadtu) said yesterday that the outcome of the meetings would determine whether or not the strike continued.

The South African Council of Churches said the strike was yet another blow to the fragile education process for people already disadvantaged by apartheid.

The PAC said the strike would seriously damage any chances for success for black pupils.

In the Vaal, more than 300 Sadtu members occupied the regional offices of the DET.

The DET warned yesterday that action would be taken against striking teachers.

Strike gathers momentum

CT18/8/73
(21)

THE national teachers strike gathered momentum as it entered the second day yesterday with more teachers joining the chalkdown.

The Department of Education and Culture (DEC) in the House of Representatives admitted yesterday that the effects of the strike against cutbacks and for a pay increase of 20%, as opposed to the state's improved offer of 6.7%, had increased substantially at schools under their control.

DEC spokesman Mr Claude Adrians said fewer teachers had reported to schools yesterday than on Monday.

He said that whereas on Monday the effect ranged from 20% to 50% many schools, especially in the Mitchell's Plain area, had closed earlier yesterday.

Mr Adrians said the percentage of strikers was very low at primary schools, however, "perhaps because their situation is complicated by the fact that

Schools hit harder on second day

young pupils cannot organise alternative classes on their own".

The South African Democratic Teachers' Union has described teacher support of the strike as "phenomenal".

National general secretary Mr Randall van den Heever said most of their regional structures had reported support of between 85% to 100%.

In Natal almost all House of Delegates and Department of Education and Training (DET) schools were affected, the National Education Co-ordinating Committee said.

In Port Elizabeth Sattu regional secretary Mr G.M. Naidoo said 93% of teachers in DET schools had joined the chalkdown. "There has also been dramatic increase in the number of non-Sattu teachers who have joined the strike action," he said.

More teachers started striking in East London as well as other border areas.

In the Transvaal, Pretoria's Mamelodi and Soshanguve townships were worst hit, a DET spokesman saying there was "basically no teaching" there.

In Atteridgeville, however, teaching resumed at schools that were partially affected yesterday.

At the Pankaj Africanist Congress' annual conference in Johannesburg, Mr Pankaj said the teachers' strike was inopportune and would seriously damage chances of African pupils doing well in their forthcoming examinations.

It appealed to Sattu and the government to find a solution to the genuine problems of teachers. — Staff Reporters. Own Correspondents. Sapa

Sattu and DET claim 'fairness'

JOHANNESBURG. — Both the SA Democratic Teachers' Union and the government claimed yesterday that the teachers' strike was fair about the status of teachers.

Both sides gave their views on TV's Agenda programme and DET director-general Mr Bernard Louw and Sattu general secretary Mr Randall van den Heever answered calls from viewers.

Mr Louw said teachers had been "in the state for only eight weeks before exams, jeopardising pupils' futures and wasting public funds."

Mr Van den Heever said that after years of negotiations "in professional style" the state had always made it impossible to break deadlocks. He believed the government had orchestrated negotiations to the point where there was no alternative but to strike.

The Conservative Party yesterday called for all black schools to be closed while Sattu members were on strike. — Sapa

Teachers to hold street protest

JOHN VILJOEN
Education Reporter

STRIKING South African Democratic Teachers' Union (SadtU) members were to protest outside the Cape Provincial Administration building in Wale Street where key salary talks with the state resume today.

The talks, which the union has said could have a "pivotal" effect on the duration of the strike, are scheduled to last two days.

The SadtU protest was to start at 10am.

The union, which has 75 000 of the country's 300 000 teachers as members, is seeking a 20 percent wage increase as one of its key demands. According to SadtU, more than 109 000

TEACHERS' STRIKE
88 FOR — 87 AGAINST
— see page 5

teachers take home only R700 a month.

Union members, who have been striking since Monday, have accused the state of delaying tactics in resuming salary talks.

In terms of an agreement signed on May 21 negotiations were to resume within four weeks, but only re-opened two months later, SadtU says.

Yesterday about 2 000 members of the Khayelitsha branch of SadtU marched to a police station in the township where they presented a memorandum to the DET's Western Cape director Johan Brand.

The union's demands are:

- An end to cutbacks and a restructuring of education.
- That the House of Representatives immediately stop offering retirement packages.
- That the 650 House of Representatives teaching posts which have been closed re-open.
- A living wage for all.

5% and no more, FW tells Sowetan 19/8/93 teachers

By Josias Charle and Sapa

STATE PRESIDENT FW de Klerk last night dashed black teachers' hopes of a further increase.

Addressing a Press conference at the Union Buildings in Pretoria yesterday, De Klerk said the Government was not prepared to consider increasing the initial five percent salary increase offered to all civil servants.

De Klerk said the Government had to adhere to its budget. Strong budgetary controls had to be observed, he said.

"It is impossible for the Government to consider more than a five percent increase for public servants including teachers."

"The Government has not received similar claims from other teachers' bodies and in the best interest of our children we must maintain a sound economy for their future."

"We already use 20 percent of our national budget on education. This ranks as one of the highest in the world," De Klerk said.

He reiterated that the country could not afford the types of claims being made by teachers. The Government was, however, willing to keep certain undertakings made to Sadtu. This included reconsidering salaries of teachers in the lower income bracket.

The South African Democratic Teachers Union, which embarked on an indefinite countrywide strike on Monday, is demanding 20 percent.

Meanwhile, crucial wage talks which started in Cape Town yesterday between Sadtu and Government officials resume today.

The two parties were still locked in the meeting late yesterday.

On the schools front, low attendances were reported from major centres around the country yesterday.

Most secondary and primary schools in Soweto remained "greatly affected", a Johannesburg DET spokesman said.

There was no schooling in the troubled East Rand townships of Katlehong, Tokoza and Vosloorus.

The Northern Transvaal's worst affected areas were Soshanguve, Warmbaths, Nylstroom and Moutse, near KwaNdebele.

In Natal and KwaZulu, where about 12 000 teachers are on strike, most schools under the administrations of the House of Representatives and the House of Delegates closed because of complete stayaways.

Fewer than half the black DET schools in the province were operating.

At Mitchell's Plain in the Western Cape most high school pupils were absent, a spokesman for the Department of Education and Culture said.

Attendance at the 145 DET schools in Port Elizabeth townships was "very low".

At Galeshewe near Kimberley, police used tearsmoke and rubber bullets to disperse about 150 stone-throwing youths during a march.

Teachers: FW won't accept high pay claim

JOHANNESBURG.

There was no possibility that the "high increases" claimed by the South African Democratic Teachers' Union (Sadu) would be considered, President F.W. de Klerk said yesterday.

The increases demanded by Sadu would lead to a "highly inflationary" economy and, "if we want a sound economy and inflation to stay down, we must adhere to our budget," he said.

Sadu vice-president Mr. Dun-Hindle last night warned that Mr. De Klerk's statement could plunge education into an even deeper crisis.

Yesterday, Department of National Education and state representatives walked out of the negotiating room with Sadu over the "undue pressure" placed on them by 2,000 chanting demonstrators in the street below.



STAND-OFF... striking teachers, who attempted to occupy the Department of Education and Training offices in Cape Town yesterday, were eventually dispersed by police. **9/8/83 (321)** **Picture: BERNY BOO**

Government negotiators of the National Education, Health and Allied Workers' Union (Nehawu) secretary-general Mr. Philip Deyter said that members are going to be very angry when they hear about this.

Instead, they insisted that all 15 public sector organisations in the joint Bargaining Forum motivate their salary demands afresh. Frustrated forum members refused to comply and poured from the Parliament towers in Plain Street after six hours of debate.

The negotiations continue today — Own Correspondent, Staff Reporter

● Police had planned strike by teachers — Page 2

next month

SUPERSTAR Michael Jackson will bring his "Thriller" tour to South Africa next month to dazzle fans with his extravagant costumes and fancy footwork.

The pop legend will perform in Johannesburg between September 28 and October 3, according to a letter from Video Vision Enterprises, a company associated with Durban filmmaker Adam Singh.

City taxis may strike today

THOUSANDS of taxi mutiny could be left stranded this morning as the Convention for a Democratic Taxi Association (Codeta) has called on drivers to cease all trade until the taxi owners of Codeta and differences Codeta vice-president Mr. James Mbuya said last night. A meeting is to be held this morning.

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Police halt planned sit-in by teachers

CT 19/8/73 (321)

Staff Reporter

SECURITY staff and police formed a human wall blocking off the Department of Education and Training offices yesterday as about 200 SA Democratic Teachers' Union members tried to stage a sit-in there in support of their strike.

Doors were locked and anyone without proof of appointment was refused entry. Similar action was taken at the Department of Education and Culture offices in Athlone.

After waiting for nearly an hour, the teachers left peacefully.

In Athlone, a group of about 200 pupils and members of the Western Cape Students' Congress (Wesco) stood outside the buildings of the DEC for more than two hours demanding to hand a memorandum to senior officials, but they were not let in.

Pupils from 12 high schools in the Bellville area handed a memorandum to the DEC's director-general, Mr Len Consul, asking him to support the teachers' strike and demands.

They also asked for his support in

trying to change examination dates. These needed to be changed, pupils said, because at some schools there had not been teachers for five months owing to retrenchments under the government's rationalisation programme.

In Maritzburg, traffic in the city centre was disrupted yesterday when about 300 Sadu members and supporters staged a protest march.

Placard-wielding teachers from Motherwell and Kwamagxaki near Port Elizabeth lined main routes into the city yesterday.

● The "each one teach one" programme, which was suggested by pupils' organisations when the strike started, has gained support.

Pupils at Fezeka and Guguletu Comprehensive High Schools are making serious attempts to teach themselves.

Besides going on with new work they exchange old exam papers to go through at home, and when they meet the following morning discuss the answers before starting a new lesson.

— Staff Reporter, Sapa

De Klerk rules out pay increases demanded by striking teachers

THERE was no possibility the "high increases" demanded by the Sa Democratic Teachers' Union (Sadtu) would be considered as they would damage the economy and lead to higher taxes, President F W de Klerk said yesterday.

Sadtu immediately questioned whether the current wage negotiations in Cape Town between government and public sector unions were "for real", or whether the wage decision had been made by De Klerk. De Klerk said: "If we want a sound economy and inflation to stay down then we must adhere to our Budget and strong

budgetary control."

A limited amount of money had been made available earlier this year for certain categories of teachers and public servants. But demands now coming from Sadtu, which was only one of several teachers' unions, could not be afforded, he said. Accusations that government was not keeping its word, raising expectations but sticking to the 5% overall increase, were unfounded, he said. "We never raised the expectation that we could address more than limited categories. The government will keep to its undertaking" (B21)

ADRIAN HADLAND
and KATHRYN STRACHAN

8/Dec 19/8/92

Sadtu vice-president Duncan Hindle last night warned that De Klerk's statement could plunge education into a deeper crisis. Hindle believed that by interfering from outside, De Klerk had turned the present negotiations into a "stage-managed show".

He said the President's statement was a repeat of his move earlier this year, which had brought wage talks to an end and resulted in widespread class disruptions. Yesterday's talks failed to achieve any-

thing, with government asking for more time, said Hindle, adding that government was simply employing delaying tactics. Government refused to disclose details of the meeting.

Hundreds of strikers danced and sang outside the negotiations venue for most of the day, reports Sapa. Government was critical, saying such protests could only inhibit open and free discussions.

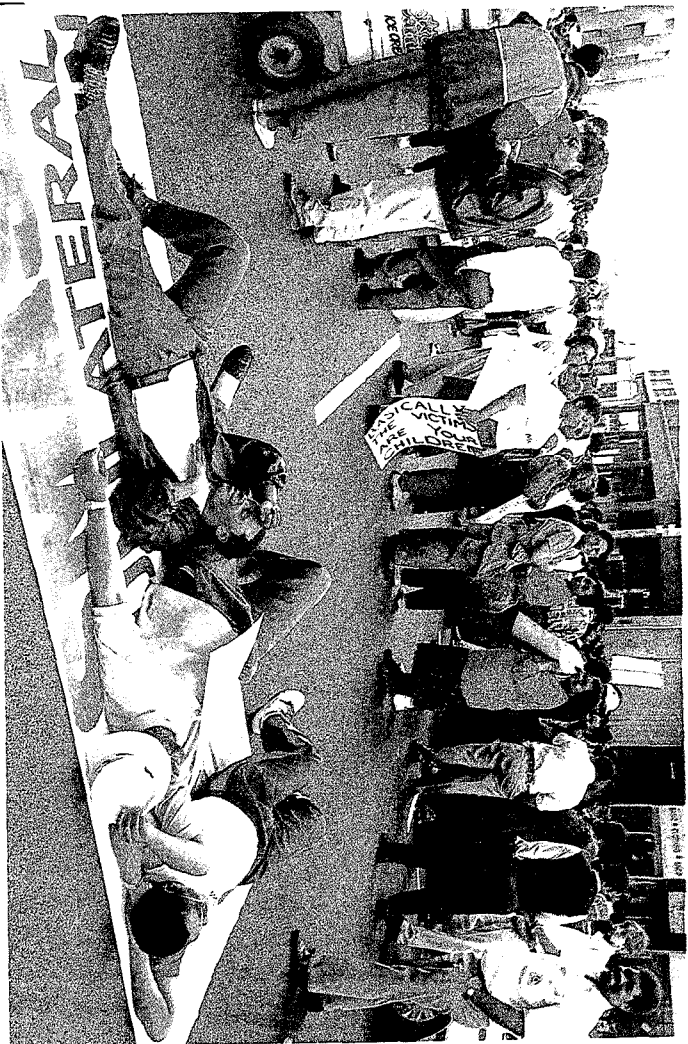
Sadtu general secretary Randall van den Heever said that after consultations with other groups, his union had decided to lower its demand for an across-the-board

increase from 20% to 15%.

The main demand, however, remained for a living wage of R1 500. More than 50 000 teachers earned less than R1 000 a month, and 40 000 earned less than R1 400.

Van den Heever said support for the strike was growing across the country. Stayaway figures ranged from 70% to 100%, and teachers at rural schools joined the protest yesterday.

More than 10 000 teachers are to stage a march through the streets of Johannesburg tomorrow to highlight their demand for wage increases.



Picture: ROY WIGLEY, The Argus

STRIKE BREATHERS: Tired Sadtu members take a break during a day of singing, dancing and chanting yesterday outside the venue of key pay talks with the state.

Teacher union dismayed at De Klerk stance

Education Reporter

PRESIDENT F W de Klerk's statement that the government could not consider the salary demands of the South African Democratic Teachers' Union (Sadtu) has dealt a

blow to hopes of an early end to the ~~three-day~~ ^{two-day} old teachers' strike.

Sadtu general secretary ~~19/10/93~~ ^{19/10/93} Randall van den Heever said from Johannesburg today he was "stunned and taken

aback" by President De Klerk's statement.

He still hoped a salary deal could be brokered with the state when wage talks resumed in Cape Town today. If not, the union would be in "a very difficult position on whether to call off the strike".

President De Klerk said Sadtu's call for a 20 percent increase would lead to raised taxes. ● See page 3

Teachers press for final offer

JOHN VILJOEN
Education Reporter

321
ARG 19/8/93
SOUTH African Democratic Teachers' Union (Sadtu) negotiators will push the state hard for a final wage offer when salary talks resume in Cape Town today.

The state met four teacher organisations and representatives of 11 public sector staff associations in all-day talks yesterday.

Sadtu negotiator and vice-president Duncan Hindle reported "very little success" afterwards.

State negotiators had indicated they had "a broader man-

date" but were not prepared to disclose it, Mr Hindle said.

"We will push the state very hard for clarity on their offer."

While the teams were negotiating in Parliament Towers in Plain Street, a large crowd of striking teachers — at one stage more than 2 000 — protested outside.

The protest drew criticism from the state delegation, which at one stage withdrew to discuss it before deciding to continue with talks.

Official House of Representatives figures on the teachers' strike have been greeted with disbelief by the union.

On Monday only 27 percent

of the 5 000 registered Sadtu members in its schools countrywide were on strike, a House of Representatives spokeswoman said.

The spokeswoman said yesterday's figures showed less than 20 percent of House of Representatives high school teachers were on strike. The level at primary schools was put at less than three percent.

Sadtu vice-president Vivienne Carelse rejected the figures.

Eighty-five percent of the union's members in the Western Cape were on strike and support for the strike in rural areas was good, she said.

Star 19/8/93

'Home time' at the local shebeen

BY PHIL MOLEFE
EDUCATION REPORTER

The time is 10 am and a popular Soweto shebeen resembles the staff room of a local high school.

The posh house — a watering hole for professionals and socialites — has been turned into a rendezvous by local teachers.

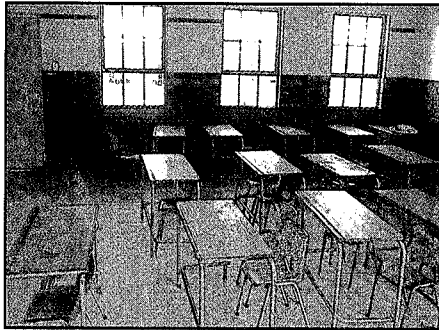
Since the chalk-down began on Monday, teachers from nearby schools have assembled at the house every day for a drink and to talk about the strike.

The talking does not stop and the argument gets heated at times.

Sharp

From what I observed, the patrons are "drinking buddies" but are divided over one issue — whether the strike is justified or not at this crucial time of the year.

"The only language that this Government understands is mass action, and in this case only a strike will force the department to meet our demands," says one teacher, a staunch member of the South African Democratic Teachers' Union (Sadtu).



No school . . . while classrooms stand empty in Soweto, teachers frequent a local shebeen.

PICTURE: KEN OOSTERBROEK

The statement drew a sharp response from a "non-aligned" educator, who retorted: "It is not the Government but our children who are hardest hit by this irresponsible action."

The battle lines were becoming more visible and the table was rapidly being divided into two camps.

"Comrades," yelled the Sadtu member, "our children suffer every day because of overcrowding in our schools, textbook shortages and inadequate learning facilities, so

why do we start making noise only when we fight for our rights?" (321)

The heated exchange of words was cooled down by the shebeen queen, who stepped in to take an order for the next round of drinks.

The order had hardly been served when a teacher opposed to the strike fired a broadside at the Sadtu member.

"As we are talking now, your child is in class in a multi-racial school in town and poor

Aunt Paulinah's children must suffer. Were there no other methods to use in your fight for your rights?"

"Phambili nge Sadtu (forward with Sadtu)," interjected another teacher, obviously in favour of the strike.

The non-aligned educator, who made it clear at the outset that he did not belong to any teachers' association, saved the situation from getting ugly.

He started reminiscing about the good old days.

Maturity

"We have had strikes before, like the mass resignation of teachers in 1977 to protest against Bantu Education. These actions were very well planned and there was a high level of political maturity in our ranks." (323)

"What we achieved in those years, we can still achieve without ruining the education of our own children."

He went on and on but the mood started to ebb and I noticed that most teachers were leaving the place.

And the time? Exactly 2 pm, the usual "hometime" at school.

Star 19/8/93

FW dashes teachers' pleas

■ BY PHIL MOLEFE

President de Klerk dashed hopes of a new Government offer on teachers' salaries when he said yesterday there was no possibility to consider the high demands of the South African Democratic Teachers' Union.

De Klerk said Sadtu demands fell "far outside" the limited amount set aside by the Government for civil servants.

"These claims would result in a marked tax increase and this is not possible. If we want a sound economy and the inflation rate to stay down, we must ad-

here to our Budget and strong budgetary control," he said.

De Klerk said the best interests of the country's children demanded a sound economy. "What the children needed now is the teachers." (221)

Meanwhile, talks between the Government, education officials and teachers' representatives are expected to continue in Cape Town today in a bid to halt the three-day-old strike. (224)

The meeting, hosted by the Department of National Education, will be attended by officials of various education departments as well as Sadtu repre-

sentatives.

Sadtu said the meeting could have a pivotal effect on the duration of the strike.

Black schools countrywide have ground to a virtual halt as the teachers' strike continues with no end in sight.

The 70 000-strong union is demanding a 20 percent across-the-board salary increase and the Government is offering 6,7 percent. (225)

In Soweto, Sadtu's local branch arranged a series of sports matches at the Elkah stadium to keep the protesters busy.

Govt threatens Sadtu

THE schools crisis escalated yesterday when the government threatened to terminate its recognition of the South African Democratic Teachers' Union (Sadtu) for engaging in irresponsible and destructive actions, including its present strike.

The ANC and Cosatu warned the move would only lead to an "all-out confrontation" between teachers and the government.

The Department of Education and Training (DET) said Sadtu had until midday today to re-

spond. Wage talks between the government and striking black teachers deadlocked yesterday, but both parties agreed to continue negotiations today.

However, Sadtu vice-president Mr Duncan Hindle said late yesterday there appeared to be a "small but significant" shift by the government who said they would be prepared to discuss this year's general salary increases.

Sadtu yesterday lowered its 20% wage hike demand to 15%.

Sadtu general secretary Mr

Randall van der Heever said the national strike council would meet tomorrow to review the stoppage that has affected more than two million black pupils.

Meanwhile, about 1 000 striking Sadtu teachers marched from District Six to the DET on the Foreshore and then to Plein Street where talks were being held. They presented a memorandum at the DET offices condemning the state's refusal to grant a 20% salary increase. — Sapa, Own Correspondent, Staff Reporter

Sadtu, Govt fail to settle dispute

BY PHIL MOLEFE
EDUCATION REPORTER

The Government and the South African Democratic Teachers' Union (Sadtu) failed to reach an agreement on teachers' salaries last night after two days of talks.

It was not clear whether the talks had broken down or would continue.

A Government spokesman said the negotiations would continue today but Sadtu said progress in the talks had not been satisfactory.

Sadtu, which had originally demanded a 20 percent rise, yesterday reduced it to 15 percent to bring it in line with other teacher organisations.

Sadtu said the Government continued to obstruct talks by delaying its response to the demands.

"However, because of the mounting pressure by Sadtu, the Sadtu negotiators are cautiously optimistic that the State will make some positive response," the statement said.

But general secretary Randall van den Heever was less optimistic. He said the union's national strike council would meet tomorrow to review the chalk-down that has affected more than 2 million pupils.

Meanwhile, the Department of Education and Training (DET) yesterday threatened to cancel its "memorandum of agreement" with Sadtu.

DET spokesman Corrie Rademeyer accused the union of contravening the agreement it signed with the department.

He said strike calls by Sadtu and the intimidation of educators who were not the union's members constituted a contravention of the agreement.

Basic schools countrywide ground to a virtual halt as the strike started on Monday.

Sadtu lowers its wage demand

Teachers still defiant in face of govt threat

B/Day 2018/93

KATHRYN STRACHAN

THE schools crisis escalated yesterday when government threatened to terminate its recognition of the SA Democratic Teachers' Union (Sadtu) because it was engaging in irresponsible and destructive actions, including the current nationwide strike. (321)

The ANC and Cosatu warned that this would lead to an "all-out confrontation" between teachers and government. (324)

Department of Education and Training (DET) spokesman Corrie Rademeyer said the department had sent a letter informing the union of the department's intentions to protest against the four-day-old strike that has crippled township schools. The union had been given until noon today to respond.

Sapa reports that the wage talks in Cape Town deadlocked yesterday after Sadtu lowered its 20% pay demand to 15%. The union accused government of attempting to obstruct negotiations by delaying its response to the lower demand.

A government spokesman said meetings would continue today. Sadtu general secretary Randall van den Heever said progress was disappointing.

Cosatu spokesman Neil Coleman said government had "thrown down the gauntlet" by threatening to terminate the recognition agreement and other public sector unions, which shared Sadtu's grievances, would respond. By crushing the 75 000-strong teachers' union, government had shown it was intent on intensifying the crisis rather than providing solutions.

ANC education spokesman Lindelwa Mabandla said it was in the interests of pupils that government addressed teach-

ers' grievances and granted Sadtu full recognition. Government had broken its promise to the union by failing to set up dispute resolution mechanisms as agreed.

The move, coming a day after President F W de Klerk's announcement that teachers' demands could not be met, would only lead to further confrontations, he said.

The ANC criticised De Klerk's "meddling" in the strike, saying it was a complex and highly emotive matter that should be resolved through negotiations between Sadtu and the DET.

It said it was criminal to pay professional teachers, who struggled under difficult conditions, less than R1 000 a month.

The DET said government's threat to terminate the recognition agreement was in response to Sadtu's illegal strike and its blatant intimidation of principals.

By embarking on continual protests and acting in constant defiance of the department, Sadtu had repeatedly acted in contravention of the recognition agreement.

Sadtu national organiser Mo Ally said in Durban yesterday that the union would review the strike at an executive meeting in Johannesburg at the weekend. He said government negotiators had promised to present a "package" to the union today in an attempt to end the strike.

More than 10 000 teachers plan to march through Johannesburg today to deliver a memorandum to the DET's Braamfontein offices. Demonstrations were held yesterday in Uitenhage, Port Elizabeth, and outside the Cape Town talks.



Picture: LEON MÜLLER, The Argus.

STRIKE MARCH: SadtU members protest outside the offices of the Department of Education and Training before marching through Cape Town yesterday.

Strikers wait for state on wage demand

321
ARLT 20/8/73

JOHN VILJOEN, Education Reporter

FIFTEEN public employee organisations — including the striking South African Democratic Teachers' Union (SadtU) — expect the state to respond today to a new demand for a 15 percent wage increase from December 1.

Talks also resume in Cape Town today on rationalisation in the House of Representatives, where the scrapping of 3 200 posts is a key grievance in the four-day-old SadtU strike.

The union's national strike council is expected to meet in Johannesburg tomorrow to discuss continuing or ending the work stoppage.

Meanwhile the Department of Education and Training (DET) has threatened to cancel its recognition agreement with SadtU because of the strike and several other complaints against the union.

The DET accuses SadtU, among other things, of "blatant intimidation" of principals and accuses its president, Shepherd Mdladlana, of "intimidating and provocative statements".

This week Mr Mdladlana warned principals to beware of being "informers" for authorities.

"We have ways of dealing with informers," he said at a rally at UWC.

The SadtU delegation attending the wage negotiations in Cape Town yesterday reported some progress in their dealings with the state.

The state "appeared to be budging", said negotiator Duncan Hindle. There appeared to be "a small but significant shift" in the state's position.

He told several hundred teachers protesting outside the talks venue in Plein Street that "we have no doubt that part of what caused that shift has been not from the negotiators inside, but from the negotiators outside".

The state was now prepared to talk about general salary increases this year.

The 15 organisations had agreed on 15 percent as a general demand, which reflects a drop from SadtU's original calls for a 30 and then a 20 percent increase.

But finality on the wage issue would not be gained at these talks, Mr Hindle said.

There would be further meetings, but the state had indicated it would make a final decision within 21 days.

● Why we are on strike — page 13.

EDUCATION CRISIS: Settlement doubtful as De Klerk sticks to five percent increase offer

Unexpected opposition to strike

VIRULENT criticism of the national teachers' strike from the community, student organisations and at least one major "liberation movement" looks set to drive teachers back to the classroom within days.

This weekend's regional congresses of the South African Democratic Teachers' Union (Sadtu) — where members will discuss the week's negotiations with the government on salaries and retrenchments — are likely to take crunch decisions on whether to end the strike action or continue next week.

But an announcement on Wednesday by President FW De Klerk that the government was not willing to improve the initial five percent increase given to teachers may have scuppered hopes for a settlement this weekend.

Over 70 000 teachers around the country heeded the Sadtu call to strike this week.

Sadtu claimed that 85 percent of

The national teachers' strike has drawn surprise criticism from students' organisations and the PAC, reports **Ferial Haffajee**

its members in Natal stayed away from work. The strongest support for the action was in the Transvaal, where teachers' marches and pickets marked the week.

Opposition to the strike came from predictable quarters, like the government and parents, who inundated radio stations and newspapers with angry tirades. Unexpected opposition came from students' organisations like the Congress of South African Students and the Pan Africanist Students Organisation (Paso).

Paso said campaigns should take place "before 8am and after 2pm during the week".

The Pan Africanist Congress also came out against the strike, while the African National Congress placed blame "on the doorstep of the government". The Congress of South

African Trade Unions accused the government of arrogance in its handling of the protest action and of reneging on agreements hammered out at the end of the last strike.

Meanwhile, most schools preferred to let pupils out early, while non-striking teachers at other schools supervised classes where there were no teachers. In Cape Town on Monday, about 600 pupils picketed in the town in support of teachers' demands.

Sadtu teachers who went on strike in May this year, ended their action once they received assurances that salary negotiations would be reopened and retrenchments stopped. But two months down the line, they charge that the government is dragging its heels on offering a decent increase and that retrenchments have not ended. At the end of July, the gov-

wm 20-26/8/93

ernment improved its wage offer from five to 6.7 percent, which is still a long way short of Sadtu's demand for a 20 percent increase.

The union this week again said it was willing to negotiate this figure, but it is unlikely to settle at anything less than 10 percent. A Sadtu delegation will today meet representatives of the Department of Education and Culture in the House of Representatives to discuss retrenchments at coloured schools. Retrenchments and the rationalisation of the education sector are also being negotiated at the fledgling National Education and Training Forum, which has been careful to stay out of the fracas this week.

The government said each of the strikers' demands was under negotiation.

"Internationally, striking while negotiations are in progress is considered an unacceptable labour practice," said Clive Roos, deputy director-general of National Education.

Deserted schools, idle pupils

wm 20-26/8/93

Amy Waldman visits Soweto schools

MONDAYS at Veritas Secondary School in Meadowlands, Soweto, usually begin with the retrieval of school chairs which have disappeared into the surrounding neighbourhood over the weekend. "We know where the shebeens are," a teacher explains.

But this Monday there was no school, although a few pupils stood around with their satchels. It was day one of the South African Democratic Teachers' Union (Sadtu) strike.

A few Sadtu members showed up, unsure about whether the strike was on. Gradually they peeled off and wandered homewards, leaving the school caretaker sitting pensively in a dismal, deserted room.

One teacher admitted that, despite her frustrations with the government, she hoped the strike would end soon. "I'm very worried about my pupils, especially my Standard 10s," she said, referring to the months of schooling already lost this year. "But tomorrow we won't come, because it's very tense. The pupils say they want to learn, and they may thrash us for striking."

Another staff member said she had only heeded Sadtu's strike call because of the union's strike-monitoring committee.

Dominic Makhubu and Jane Mashogo are Standard 10 pupils, for the second time. They didn't pass last year, and are pessimistic about their prospects this year. "It discourages you to come to school and know you are going to fail," Mashogo said. If she doesn't pass this time, she won't return. "Next year, it will be the same."

Conscious of how dispirited pupils have become, at least one Veritas teacher tried to work on Monday. He was reduced to giving pupils drumming lessons on an overturned waste bin. "All I can do is try to keep them busy," he explained. At Morris Isaacson School in White City, Soweto, pupils said most classes were without teachers even before the strike started. "They come sometimes," one pupil said.

Teachers basking in the sun outside the classroom block explained that, because they were paid less than they should be, they worked less. Their pupils sat in the classrooms copying off the boards, until school more or less closed at 11.30am.

At Morris Isaacson, rubble stands where a science laboratory used to be. All the experimental apparatus, the sinks, tables and chairs, have been stolen, and what remains has been vandalised. A couple of years ago, the library and offices burnt down. The DET has not rebuilt them.

The teachers have little control over their scholars. Said Petunia Tshabalala, a tough Standard Nine pupil and president of Morris Isaacson's SRC: "Thugs come and disturb us. The SRC discusses it and then the boys go and give them a thrashing. If a girl's been raped, maybe they'll go with some knives. Teachers stay out of it. They say student affairs are their own."

Hlengwe Secondary School in White City is supposed to start at 7.50am. At 8.30 on Monday morning, as the first period was about to end, pupils were still meandering in and the classes were less than half full. Sarah Matiwane, who has been teaching for 18 years, said because most of the pupils have no books, she must write every exercise on the board. "There are no chairs, no windows. Imagine having to get up early and come here. It demoralises you. Teachers are just killing time," she said.



Teacher power ... These teachers at Chris Jan Botha high school supported the strike, but others disagreed

PHOTO: PETER MCKENZIE

Ferial Haffajee visits a Bosmont school

THE Chris Jan Botha high school in the coloured area of Bosmont, near Johannesburg, shows why this week's national teachers strike has been such a vexed affair.

Some teachers are on strike; others vigorously oppose strike action. Some pupils want to support their teachers, but fear losing study time in the two short months before exams start. Some parents are up in arms about the chalk-down; others sympathise with the teachers.

Somewhere in the middle is principal Hilton Mayet, who agrees "that teachers have major grievances", but who fears that protests such as the strike make for "illiterate children, and will ensure that the white man will still rule us in the new South Africa".

Amid the general confusion, pupil government took over at CJB when a quarter of the teaching staff went on strike this week.

CJB pupils are politically militant, and many wanted to support their teachers' wage and retrenchment protests by staging a "pens-down" or a total boycott.

Divided teachers agree to disagree

The students' representative council called a mass meeting at which they presented three options to pupils: attend classes where teachers were available; go on a pens-down and refuse to be taught or boycott classes.

"We drew up ballot papers and students voted in the morning and we compiled the results by Monday afternoon," says Lydia Cairncross, the SRC president. The vote went 45 percent in favour of attending classes, 35 percent for boycott action and 18 percent for the pens-down (a new form of mass student action).

In line with the vote, CJB pupils attended classes this week, dutifully changing classes when the bell went. But they held pickets every morning to support their teachers. "We toy-toyed around the school and used the placards from the last strike," says Cairncross.

The last teachers strike, at the end of May, drew all the teachers into the

protest action behind the South African Democratic Teachers Union's demand for an improved pay offer and an end to retrenchments at coloured schools.

This time only 16 of the school's 59 teachers are out on strike. "While the non-Sadtu teachers support our demands, they feel they cannot support the strike because of the timing," says Rashid Khan, the chairman of the Sadtu branch at the school. Final exams begin on November 2 at CJB and that is just over two months away. "But what time is the right time?" Khan asks. He adds: "This creates the impression that Sadtu teachers are not concerned. We do not want exams to be interrupted. We have extracted a firm commitment from Sadtu teachers that they will hold catch-up classes."

This week, striking teachers at CJB painted posters directed at colleagues asking: "I'm on strike; why aren't you?" and "I want more than

five percent, don't you?" One teacher said that after his five percent increase earlier this year, his take-home pay was two rand less than what he had earned previously, because deductions had increased.

Rodney Davids, a guidance teacher at CJB who decided not to strike this time round, took a different view: "I'm a unionist at heart and I was on strike earlier this year. But you're not dealing with inanimate objects, you're dealing with children. We disagree with Sadtu's strategy, not with its aims."

Both sets of teachers are determined that this week should not divide what is usually a united staff. "We have agreed to disagree. At the end of the day, we have to work with each other," says Khan.

School principal Mayet looks haggard: he's been busy trying to determine which of his staff are out on strike, while fielding calls from angry parents. "I was just on the phone with a parent wanting to know why we allow children to make decisions," he says.

But Mayet is an optimist. This week's strike was not without its lessons. The student ballot "taught students about democracy and how



Jacqui Mofokeng ... The first black Miss SA, the first Miss SA from a township — and the first Miss SA to declare herself a feminist

PHOTOGRAPHS: PETER MCKENZIE

There's no veneer to strip off our 'Ms' SA

THE new Miss South Africa's dazzle-'em smile hardens at the suggestion that she "whitened" herself in order to win the title. "I am black," she says, "and there's no mistaking it."

"Look at my skin. If I straighten my hair it's because I want to, because I feel good with straight hair. It's my personal choice to do it, not somebody else's idea of what a black woman should look like."

"I don't have to wear an African outfit to be black. I make my own decisions."

Jacqui Mofokeng is no Barbie doll putty. She is the first black Miss South Africa. She is the first Miss South Africa to hail from a township. And she must be the first Miss South Africa to declare herself openly — and proudly — a feminist.

"Women," she says, "do not have the right to express themselves in this society."

"In the business world, in the township world, in the university world, they are not given a chance to prove themselves."

She is pro-choice on the abortion issue, and is emphatic that one of her tasks in the coming year will be to fight "the constant harassment and abuse that women face every single day".

She has made contact with People Opposed to Woman Abuse (Powa), "to see how I can help them".

And, she says, the thing in her home culture she questions most vigorously is the tradition of *lobola*. "In the old days, perhaps it was right that the men bought their women from another family or tribe. But times change. Life is dynamic. *Lobola* is about buying a woman. A woman should never be treated like an object, like a piece of material or something."

So here we have it: South Africa's premier beauty — a symbol of all that men are supposed to desire and all that women are supposed to be — using her crown to fight against the very system that appointed her. And

Don't try to test the adage that beauty is skin deep on Jacqui Mofokeng, writes **Mark Gevisser**, who set out to do just that — and lost

she sees no contradiction.

"I wish they'd change the name of the Miss South Africa event," she says, "because it isn't a beauty pageant."

"Beauty counts, it's true, but I'd say the competition is just a different way of choosing an ambassador for this country."

Beauty, she adds, is internal; it doesn't have to do with the way you look.

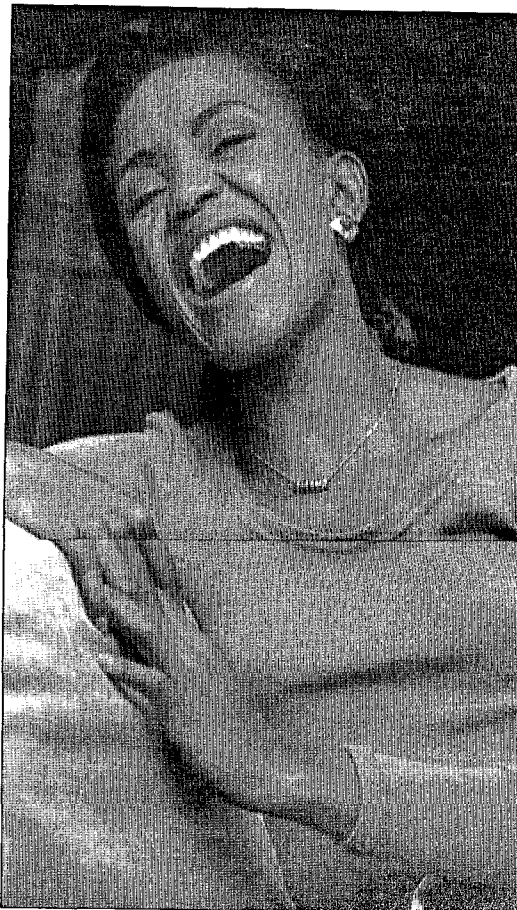
Yes, of course she has had to parade around in swimsuits, but "most of the contestants really complained about that". She blames the media, "which is hungry for the image of a woman in a swimming costume. Every time we had to appear in a swimming costume we'd fight about it, but we'd fight a losing battle — and end up in swimming costumes."

But she didn't see the whole process as demeaning. "It was challenging to me, rather than belittling."

And the greatest challenge — a challenge she seems to have relished — was being black in the white world of beauty. "Everywhere we went, we met white people. We had to deal with cocktail parties where everyone was white."

"I had to deal with white men looking me up and down and saying, 'Ek hou nie van daardie meisie nie (I don't like that girl)', just because I was black."

But Mofokeng is the perfect product of a private-school education. Without ever using the word "empowerment", she subscribes to that school of assertiveness where hard work and perseverance win the day.



Jacqui Mofokeng ... 'If I smile coyly, I'll be treated like a bimbo'

PHOTOGRAPH: PETER MCKENZIE

Her greatest public role model is Martin Luther King Jr, and out of this fighter for racial equality she also fashions a lesson in assertiveness: "He believed you could do anything, get anything out of life, and that you don't have to be aggressive to get it."

In 1986 she went to Woodmead,

an oasis of racial tolerance, one of the first mixed-race schools in the country. About an incident when she was in a mixed group of Woodmead pupils which was turned away from a nightclub in Sandton, she says: "Of course I was angry. I was furious."

"But I didn't shout back at the guy at the door. I didn't sink to his level."

I decided that I didn't need anyone to tell me if I was good or bad. My father taught me never to let myself be inferior about anything."

And the lesson her father taught her she wishes to pass on: "If black people think to themselves, 'Can I do the right thing and be a black person?' then that's something positive. By winning Miss South Africa I'm showing that there are a lot of black people out there who can do it. That opens up a lot of people's minds."

Very much within the Carnegie-style school of self-reliance she does not admit easily to difficulties. Her confidence is unshakable.

She speaks BBC-style English and makes no apology for it. She admits to neither guilt nor about having been at a boarding school at a time when primary school classmates were in the streets rather than in class. "I was a student, not a street girl," she responds, pausing to think about it.

Does she feel caught between two worlds? "Absolutely not. I belong in Soweto. I was brought up in Soweto. It's where my family and my friends are."

Voicing dilemmas, after all, in her new job description. Opinions might also not be based on her own, but she does with evident delight.

On gender roles, for example, she says that "most men are so afraid of their wives because they have to be strong and have a straight face. Me to develop their sensitive, feminine sides, just like women need to develop their strong sides."

And she will have no truck with men who see her now as a trophy that needs to be won. "To people, I see me that way, all I can do is sorry guys. They can dance on their heads and do whatever they want — I'm just not part of it."

"If I smile sweetly and coyly, I'm treated like a bimbo. They'll see me just put there to look at. But if I put myself out as me, I'll be looked at as the person I am."

Rhema and it's pay-for-peace rally

Mduduzi Harvey

MANY of those who attended the Rhema Church Ministries' peace rally this week were shocked when they were asked to fork out an entry fee of R12, irrespective of whether they were adults or children.

The event, staged at the Wanderers cricket grounds, was a nothing less than a money-making ploy at the expense of peace, they said.

Rhema's media spokesman, Ron Steele, responded that the rally was not directed at raising funds or making a profit.

bring people together and show that there is hope for unity and reconciliation," he said. "The rally was a statement of hope."

Explaining the need for an entry fee, Steele said: "The money paid was used to pay for the use of the field — which cost R100 000 — travelling expenses, the hiring of buses and to pay for publicity costs."

"About 45 000 people attended the rally, and any extra money made will be donated to an organisation to be determined by Pastor Ray McCauley."

Steele conceded that the entry fee

attendance of blacks, despite the fact that 100 buses had been hired to ferry people from Tembisa and Soweto.

Another reason could have been that the venue is associated with white sports, he added.

Among the political leaders present were African National Congress president Nelson Mandela and information chief Thabo Mbeki, while Adriaan Vlok attended on behalf of the National Party.

Inkatha Freedom Party and Conservative Party leaders declined to attend because of other commitments.

STUDENT MEDIA AWARDS '93

This year the Weekly Mail & Guardian and SASPU are running a student media competition. The deadline for entries is August 27.

The entry categories are:

Best student newspaper; Best designed student newspaper; Student journalist of the year; Student photographer of the year; Student photographer of the year; Best student radio station; Best student broadcaster of the year

Entry forms are available from your SASPU office on campus or the SRC office. Or contact either of the following:
SASPU head office at (011) 716-5039

By Rehana Rossouw

THE SOUTH African Democratic Teachers Union (Sadu) goes into wage talks on Wednesday determined to use the clout of its strike to force the government into delivering promises it made months ago.

Almost a year has passed since Sadu started negotiations with the Department of Education and Culture in the House of Representatives about ending the unilateral restructuring of education. ~~(SADU)~~ The union has been negotiating for recognition and for improved working conditions for members with 18 education departments for three years. Yet more than 109 000

teachers take home R700 a month.

"The strike has happened not because we enjoy striking, but because the Department of National Education has breached the agreement they made with teacher organisations on May 21," said Sadu president Mr Sheppard Mdadlana.

"They stated clearly on May 21 that they would reopen salary negotiations within four weeks. It has been almost three months since then. (321)

"In our agreement the government also stated very clearly that no new rationalisation would take place. But what happened? Since July 1 more than 650 teachers have been retrenched."

SOUTH 2018 - 24/8/93

Mdadlana said the National Education and Training Forum (NETF), which was heavily weighted against democratic forces, was given the task of dealing with rationalisation.

"Last Friday they had a meeting in Cape Town about rationalisation. They came away empty-handed and the meeting was postponed until this Friday," he said.

"I fear that they will leave this week's meeting empty-handed again. If that is a trend in the NETF, then I'm afraid our organisation will quickly review its participation."

Mdadlana said the government had agreed to appoint a fact-finding

commission into the merit award controversy in the House of Delegates, but 12 weeks had passed since the agreement and no progress had been made.

Sadu intends picketing outside the Cape Provincial Association building in Waile Street on Wednesday when salary negotiations reopen.

The union has also called on its members to picket outside Marks Building in Parliament Street when the NETF meets officials from the House of Representatives to discuss rationalisation on Friday.

Sadu's national strike council will meet on Saturday to review the strike.

By Rehana Rossouw

POLITICAL parties must remember that all teachers have identity documents and are older than 18, and are older than 18, South African Democratic

Teachers Union (Sadu) president Mr Shephard Mdladlana warned in an angry sideswipe at organisations that doubted the union's strength.

On Monday Mdladlana delivered a scathing attack on political parties and organisations which questioned the union's moral right to strike at a rally attended by almost 4 000 teachers on the first day of their strike.

"Our message to political parties is: don't become too confident of the support of the teachers," he said.

"The National Party and the Democratic Party especially need to be very careful. Although Sadu is not a political party, all our mem-

bers are older than 18 years and have identity documents."

Left-wing political organisations were also not spared. Mdladlana said the Azanian People's Organisation (Azapo) claimed they had spearheaded the 1976 schools upris-

ing. But he had been a teacher in 1976, and had different experiences of Azapo's claims.

"Who was it who burned teachers' homes and stoned their cars in 1976? Who branded teachers sell-outs? It was Azapo," he said.

"We want to warn you today, teachers are no longer prepared to be branded as sell-outs. We are all community-based."

Transkei leader General Bantu Holomisa was also upbraided by

Teachers are going to bite!

South 2018 - 24/8/83



SHEPARD MDLADLANA

Mdladlana. He said Sadu members in Transkei were battling for parity between male and female teachers.

"When there was a mutiny in that area it was easy to give increments to the soldiers," he said.

"Teachers have no guns. We will use our only weapon in Transkei — put our chalk into our pockets."

National Education Co-ordinating Committee regional executive committee member Mr Sibhe Moon was equally scathing of left-wing criticism of teachers' actions.

(321)

"There are some organisations who say they support the teachers demands but cannot support their strike action," Moon said.

"Teachers have to be careful of these kinds of statements. They are reactionary."

African National Congress regional secretary Mr Tony Yengeni received deafening applause at the rally.

He said the ANC not only supported the strike, but would actively be part and parcel of Sadu's actions.

"We call upon organisations which are ambiguous in their stand on the strike to review their positions and take the side of the struggling people of this country," Yengeni said.

"We also condemn in the strongest terms the continued intransigence of the De Klerk government in handling the legitimate demands of teachers."

The turn-out at the rally on Monday was a clear indication of the support for Sadu's strike call.

During the May teachers' strike, when three unions participated, teachers filled the Athlone stadium for a rally.

On Monday Sadu filled the University of the Western Cape stadium with only its membership on strike.

"Today, Sadu is not showing its teeth anymore. We are not pleading or bargaining. Sadu is going to bite from today," said regional executive member Mr Theo Combhink to roaring applause.

Teachers test State mettle

Talks "critical" as Monday noon deadline is set

PROLONGED wage talks with the State are at "a very critical stage" according to the striking South African Democratic Teachers' Union (Sadtu).

Cape Town negotiations — originally set for two days — between the State and 15 public-sector employee groups, enter their fourth day today.

The staff associations, including Sadtu, have agreed on a 15 percent wage increase as a general demand, but so far the State has not budged on its offer of 6.7 percent.

Sadtu originally sought 20 percent.

When talks ended yesterday Sadtu negotiator Thulas Nxesi said they had reached "a very critical stage" and would resume at an undisclosed venue this morning.

■ Representatives of 500 000 public-sector workers and 250 000 teachers have been locked in salary talks with the State for three days. The teachers will decide today if they've heard enough to call off their week-old strike.

JOHN VILJOEN Education Reporter

AKG 21/8/93

It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the State was expected.

The union's national strike council is scheduled to meet in Johannesburg to decide whether to end or continue with the action which is believed to have affected about two million pupils.

But, a top union source said yesterday it seemed likely that the five-day-old strike would

persist into next week.

Separate National Education and Training Forum-brokered talks yesterday with House of Representatives authorities on plans to cut 3 200 posts in the department failed to produce any major victories for the union.

Sadtu general secretary Randall van den Heever said "we have mapped-out a reasonable route" for solving the rationalisation problem.

"My personal view is that the

matter is resolvable, but it has become emotional and politicised," he said.

When the strike council met today it would consider report-backs from negotiators at the wage and rationalisation talks and also the effect the strike was having on the culture of learning, Mr van den Heever said.

For the third successive day, hundreds of teachers sang, danced and chanted outside the negotiation venue in Plein Street.

Meanwhile the relationship between Sadtu and the Department of Education and Culture, House of Representatives, worsened yesterday.

Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with Sadtu because of the illegal strike and the "blatant intimidation of principals".

The department has given Sadtu until noon on Monday to respond.

The department yesterday attempted to obtain an order in the Cape Town Supreme Court to restrain Sadtu members from intimidating non-striking teachers.

The application was postponed for seven days.

Education and Culture Minister Pieter Saaiman said yesterday there had been several reports of Sadtu members intimidating those not taking part in the strike.

Sadtu was using disruptive methods and violent tactics and was only interested in personal gain, Mr Saaiman said.

The strike was enjoying only limited support and country-wide the overwhelming majority of schools was engaged in normal teaching and preparation for the final exams, he said.

Hovering Brown Haze — fires industry and transport to blame

LENORE OLIVER

Weekend Argus Reporter

INDUSTRY and transport have been identified as the main contributors to the pollution which leads to the unsightly brown haze that has become a feature of the city's autumn and winter skies.

According to a comprehensive pilot Brown Haze study by the Energy Research Institute at the University of Cape Town, the main sources of air pollution around the city are vehicle emissions, the wood fires in low-income settlements and the burning of oil and coal by industry.

The study, initiated last year, was carried out at the Cape Showground and Hartleyvale sports field by researchers Richard Dutkiewicz and Mark

de Villiers.

The haze, which usually occurs from April to August, is characterised by a white to brown mist that extends over most of the Peninsula and Cape Flats — reaching a height of 40m or more.

The haze is most intense in the early morning and gradually disperses.

It consists of solid or liquid particles and gas molecules, which can be man-made or natural.

Activities of the pilot study included particulate sampling, gaseous pollutant measurement and the collection of meteorological data.

Brown Haze days were selectively sampled and, in addition, a few non-haze days were sampled for comparison.

In total seven haze days and

three non-haze days were sampled in June, July and August last year.

"On a hazy day industry contributed 50 percent of the particulate matter, while transport contributed 34.7 percent. Domestic contributed nine percent and commerce 6.2 percent," said Professor Dutkiewicz.

The total particulate composition on a hazy day was 297, compared to 35 on a non-haze day.

During June and July this year pollution levels sometimes rose to well above the guideline.

The study concluded that further research was necessary to categorise those factors causing the haze, which could be mitigated through regulations.

AKG 21/8/93

Education teeters On a knife-edge

Wits turmoil,
teachers' strike
Star 21/8/93
still unresolved

STAFF REPORTER and CORRESPONDENTS

EDUCATION is resting on a knife-edge, as schools and universities await the outcome of crucial meetings to break deadlocks between teachers, students, administrators and the Government over a range of issues.

Turnout erupted this week as striking teachers and protesting students shut down classes in schools and universities around the country (321)

● The strike by teachers

of the South African Democratic Teachers' Union (SADTU) disrupted the classes of an estimated 2 million school

The SASCO demands

THE South African



...Turmoil erupted this week at striking teachers and protesting students shut down classes in schools and universities around the country. (321)

The SASCO demands

THE South African Students' Congress is demanding that:

● A court interdict obtained by Wits against it, preventing illegal protest action, be withdrawn.

● The "unrepresentative" university council be dissolved.

● A "transformation forum" be established to set up a new "democratic council".

● Financial assistance and more understanding be given to students from disadvantaged backgrounds.

rand could continue next week if the deadlock between Wits administrators and the South African Students' Congress is not resolved. Yesterday was the third day of the protests.

According to the Wits administration, disturbances began on Wednesday after SASCO held a mass meeting and issued a list of demands to the university. A document allegedly issued by SASCO called on students to take up arms and "knock sense into the white bosses on the 11th floor" (the administration offices).

SASCO leaders said yesterday the boycott of classes would continue until their demands (see colour panel) were met.

Some university workers belonging to the National Education, Health and Allied Workers' Union have also pledged to stop work in support of SASCO's demands.

But a rapprochement of sorts was reached late yesterday between Wits administration and protesting students. Acting vice-chancellor Professor June Sinclair said students had agreed to send a delegation, made up of Wits SRC and SASCO members, to a meeting with senior university staff chaired by an independent mediator. Sinclair was hopeful that the meeting would be held this weekend.

Yesterday a crowd of about 400 students toyed through faculty after faculty, running up and down stairs, to make sure no classes continued. Students and lecturers in class were told to leave. The only policemen in evidence were in

● The strike by teachers of the South African Democratic Teachers' Union (SADTU) disrupted the classes of an estimated 2 million school children countrywide.

● Students at Wits University and studies disrupted by student activists seeking to change what they see as unrepresentative systems.

● A dispute between white and black students on the campus of the Vaal Triangle Technikon in Vanderbijlpark earlier this week over the outcome of a students' representative council election erupted in violence.

● The University of Botswana announced it would re-open the campus after a three-month closure, but only if student agreed to certain conditions.

The protests and boycotts that erupted on Wednesday at the University of the Witwaters-

three Casspirs parked in Yale Road outside the university. They did not intervene.

White students, in particular, have expressed their anger at being forced out of class.

"They should have the right to protest, but I should be allowed to attend class," said law student David Cohen, who added that he hoped the issue would not develop into a black-white confrontation.

Black students, on the other hand, said they and their financial and academic problems were being ignored by the university. "We have to disrupt lectures to make the protests effective and to get the university to agree to our demands," said a SASCO member, who would not give his name.

Throughout the country, SADTU-affiliated teachers continued their chalk-down when they failed to reach agreement with education authorities over salary claims. By late yesterday yet another round of talks in Cape Town had failed to yield a settlement.

SADTU, which originally demanded a 20 percent wage increase, has agreed on a 15 percent raise as a general demand, but so far the government has not budged on its offer of 6.7 percent.

'Assassin

CAPE TOWN — The Africa Congress's security division said a "most serious assassination on the life of western Cape man Dr Allan Boesak this week

The incident occurred at a party in the Somerset West Town

The guards apparently put in the line of fire between three armed white men before him to safety through a side door

The ANC security head for Cape, who asked to remain anonymous, said the men appeared "very calm", wore side-arms in shoulder and had body armour under their

"As we moved to obstruct it

Devastat

LONDON — England's cricket to bowl out the selectors are going to have or so before they can try to win back the Ashes.

Ten-year-old Simon Per... village cricket match

Star 21/8/93
Wits

● FROM PAGE 1.

three Casspirs parked in Yale Road outside the university. They did not intervene.

White students, in particular, have expressed their anger at being forced out of class. "They should have the right to protest, but I should be allowed to attend class," said law student David Cohen, who added that he hoped the issue would not develop into a black-white confrontation.

Black students, on the other hand, said they and their financial and academic problems were being ignored by the university. "We have to disrupt lectures to make the protests effective and to get the university to agree to our demands," said a SASCO member, who would not give his name.

Throughout the country, SADTU-affiliated teachers continued their chalk-down when they failed to reach agreement with education authorities over salary claims. By late yesterday yet another round of talks in Cape Town had failed to yield a settlement.

SADTU, which originally demanded a 20 percent wage increase, has agreed on a 15 percent raise as a general demand, but so far the government has not budged on its offer of 6.7 percent.

When talks ended yesterday, SADTU negotiator Thulas Nxesi said they had reached "a very critical stage" and would resume at an undisclosed venue this morning. It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the State was anticipated.

The union's national strike council is scheduled to meet in Johannesburg to decide whether to end or continue the strike, which is believed to have affected about 2 million pupils. (321)

But a top union source said yesterday it seemed likely that the five-day-old strike would linger into next week. (321)

The relationship between SADTU and the Department of Education and Culture, House of Representatives, worsened yesterday. Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with SADTU because of the illegal strike and "blatant intimidation of principals". The department has given SADTU until noon on Monday to respond.

The department yesterday also attempted to obtain an order in the Cape Town Supreme Court to restrain SADTU members from intimidating non-striking teachers. The application was postponed for seven days.

Teachers' strike set to continue

321

AF
CT 21/8/93

DEFIANT teachers continued their chalkdown yesterday as education authorities and the SA Democratic Teachers' Union (Sadtu) failed to reach agreement.

Talks between education authorities and Sadtu failed yesterday to forge agreement despite the union lowering its demand for a 20% salary increase to 15%.

The government has refused to budge on its stated 6,7% hike for public servants.

Sadtu general-secretary Mr Randall van der Heever said yesterday the union's strike council would meet in Johannesburg today to decide whether to augment the strike by a programme of action.

He said there was "serious tension" as the department had tried to bring a second interdict against strikers.

Mr Van der Heever told union members that "a reasonable process was identified in terms of resolving problems of rationalisation but that it was going to depend on the good faith of both parties".

Assistant general-secretary Mr Thu-

las Nxesi, who was at the meeting on salary negotiations, reported that "talks were at a very critical stage".

Ms Vivienne Carelse, Western Cape chairwoman, said it was "more than likely" that the strike would continue next week.

House of Representatives (HoR) education minister Mr Pieter Saaiman yesterday accused Sadtu of negotiating in bad faith.

He said his department was committed to continuing the negotiations, despite claims that non-striking teachers were being intimidated.

The HoR could possibly make concessions, in addition to allowing teachers who wished to stay on until the end of the year to do so, he said.

About 2 500 teachers in Johannesburg marched on education offices in Braamfontein and Parktown.

Reports from other centres indicate that the strike is holding.

A Sadtu spokesman said there was no teaching in many parts of the Transvaal, while in the Eastern Cape and Natal, schooling was erratic.

In the Free State, schools were still at a standstill. — Sapa, Staff Reporter

Sadtu teachers vote to press on with strike

By **AYESHA ISMAIL**

THE nationwide strike by thousands of teachers is to continue at least until Wednesday — despite the South African Democratic Teachers Union's reaching an agreement with the government on a basic minimum living wage. (C 1725)

Speaking after a national strike council meeting yesterday, Sadtu general secretary Mr Randall van den Heever said delegates would report back to branches about the negotiations on salaries and rationalisation.

Sadtu would announce on Wednesday whether the strike would continue. (S 1725)

The government and teacher organisations had four days of talks in Cape Town this week.

Mr van den Heever said the strike council believed "there had been limited but important gains for teachers in the lower categories".

Increases

He said the state was offering a "basic living wage" of about R1 500.

Negotiations for increases across the board would continue this week, as would talks on rationalisation. (S 1725)

The union had given the Department of Education and Culture in the House of Representatives a list of schools around the country "where education has been adversely affected" by rationalisation, Mr van den Heever said.

He said a resolution of the education crisis would depend on the withdrawal of court interdicts and threats to terminate the union's recognition agreement with the education departments, as well as an agreement by the state not to implement the no work, no pay principle.

Minister of Education and Culture in the HoR Pieter Saalman said there had been several reports of Sadtu members intimidating teachers who were not taking part in the strike. 22-18-93

Meanwhile, in a statement yesterday, the Union of Teachers' Associations of South Africa, Sadtu, the Teachers' Federal Council and the National Professional Teachers' Organisation of South Africa expressed their dismay at the failure to arrive at a "satisfactory final agreement on general salary increases".

They voiced concern at the effect this might have on education.

They are to seek an urgent interview the Minister of National Education, Piet Marais

In some places, a buzz of learning

By BERENG MTIMKULU

EVERYONE at Trinity Roman Catholic School in Ateridgeville near Pretoria was hard at work this week — despite the strike.

"We are not 'high classes' as critics may want to label us. We support the strike, but to us the child is most important, explained vice-principal Albertina Dlamini.

She claimed Trinity was a "private school", parents paid up to R1 000 a year for tuition which helped to pay the salaries of the 16 teachers.

"It is sad indeed that those at the forefront of such strikes have their children at private schools like ours."

Her teachers supported the

South African Democratic Teachers' Union strike as they on state subsidies.

She said township parents flooded the school with applications each academic year.

City Press visited her classrooms and saw pupils and teachers working hard.

Other Ateridgeville schools visited by City Press were also hard at work. By noon Ateridgeville's streets were deserted, but for unemployed adults.

At the Isaac More Primary school the principal was sitting in on a Std 2 class. Pupils outside the classrooms did their gardening, while Sub A kids were seen showing teacher how they brushed their teeth!

CPROD 22/8/93

In another Std 2 class pupils snatched up heads on their desks while the teacher marked their workbooks.

"It's not that we do not support Sadu, but surely we cannot afford to leave children in the lurch without education," said the principal.

She said parents worked hard for low pay to keep kids at school.

At Hofmeyr High School pupils had just returned from the lunchbreak. Teachers, wearing serious expressions, were leaving the staffroom. Some had chalks in their hands, others carried text books.

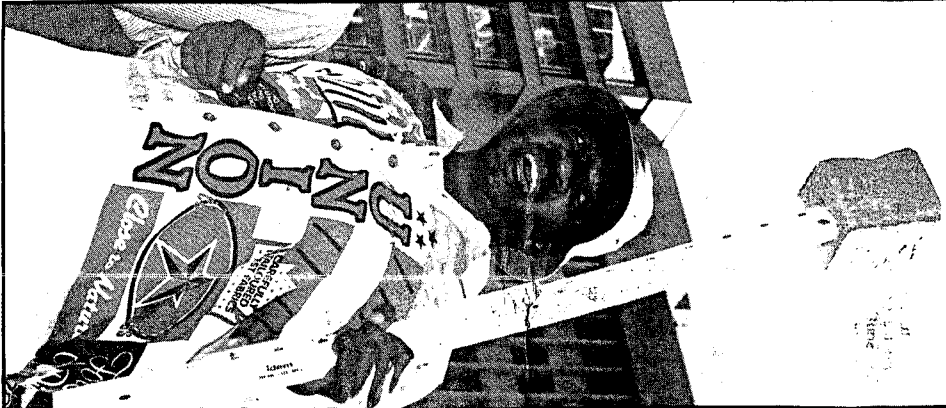
City Press approached the principal in his office: he had

"nothing to say to the media". He gave this reporter a lecture on the "bad" press, waving a number of press cuttings to prove his point.

When City Press tried to defend the press, he ended the interview saying: "I'm not prepared to argue with you."

At 2:30 pm at the LG Hotele High School in GaRankuwa in nearby Bophuthatswana, teachers gathered in the staff room. Some chatted about their day's work and others marked class registers.

At 2:45 pm the streets of Ateridgeville buzzed with uniforms, cases, bags and the chatter of pupils winding down after a hard day of learning.



BELOW THE BREADLINE ... Teachers marching to DET offices this week. ■ Pic: TLADI KHULE

Matrics try to stand in

By STAN MHLONGO

THEY were the radicals in the '80s, slamming the apartheid education system and teachers who resisted the maxim "liberation now, education later".

But times change fast in SA and '90s pupils would have us believe they are model scholars. *C. P. (22/8/93)*

In the wake of this week's national teachers' strike, matric pupils have decided to try and carry out teachers' jobs - basically scabbing. *22/8/93*

At issue, say the matrics - and many parents - is pupils' futures: education is the key and the SA Democratic Teachers' Union strike is denying black pupils an opportunity to escape their oppression. *(22/8/93)*

Pupil organisations recently came out against the teachers' pay strike - even issuing thinly veiled threats against teachers. *(321)*

Meanwhile, two million pupils were estimated to be without teachers this week.

Matric pupil Joyce Moremi of Wilberforce, Evaton, expressed a widespread sentiment: "Why should we all suffer?"

She said teachers were causing students irreparable harm.

"I think we matriculants must sacrifice and teach lower classes," she said.

Matric pupil Joseph Mkhwanazi of Sebokeng agreed, saying the strike was "ill-timed".

Following a mass meeting at Orange Farm which was attended by staff from 17 Vaal schools last Sunday, the teachers staged a sit-in at the Vanderbijlpark DET offices on Tuesday.

The decision to sit-in was taken after a member of a school committee, J Mnisi, spoke out strongly at the Orange Farm meeting against the "platoon system" enforced at schools in the region.

The sit-in by teachers at the DET offices was also intended to highlight teachers' objections to the lack of school furniture, reading material and the shocking pupil-teacher ratio in black schools.

KATHRYN STRACHAN

THE Congress of SA Students (Cosas) yesterday appealed to pupils to join demonstrations aimed at forcing government to bow to teachers' pay demands.

This is a reversal of its stand that teachers should delay their strike until a less critical time.

The SA Democratic Teachers' Union, which is to report back to branches on "limited but important gains" in salary negotiations, will announce on Wednesday whether its strike will be called off.

The union's national strike council said government had offered a minimum basic salary of R1 437,75 a month for the lowest-paid teachers, Sapa reports. Government had also agreed to increases of 10% to 58%

B/Daw 23/8/93 Pupils plan to join teachers' protest

for teachers in certain categories, and to replacing the six lowest categories with only three to bring about an improvement in pay at the bottom of the scale. (321)

Agreement could not be reached on an across-the-board increase and the union would try to discuss this with National Education Minister Piet Marais in the next few days, the strike council said. (322)

Other issues that would influence whether the strike continued were the withdrawal of all court interdicts and threats to terminate the recognition agreement

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Teachers

B/Daw 23/8/93 ☐ From Page 1
with the union and an undertaking not to implement the "no work, no pay" principle in regard to striking teachers.

Cosas representatives said they would protest in support of the strike. Pupils believed more coherent action could bring an early resolution. (321)

In Soweto last week many pupils heeded the Cosas call to continue with lessons in the absence of teachers.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spokes-

man Mahlomola Kekana said the students' protest would be aimed at farmers, white pupils and the JSE. (324)

White pupils had been unaffected by the education crisis and should be forced by "all means at our disposal" to join black pupils in their struggle for better education, he said. Farmers would be targeted as they were responsible for electing President F W de Klerk. The form of "retaliation" against farmers and the JSE would be decided today.

Strikers warn of action at white schools

By Abbey Makoe

WHITE schooling would be disrupted, Government buildings occupied, there would sit-ins and marches — all set for Wednesday if the South African Democratic Teacher's Union's demands are not met.

This "solidarity programme" was announced at a Press conference at the Ipelegeng Community Centre in Soweto by the National Education C-

sis Committee yesterday. Eastern Transvaal NECC secretary Mr Irwin Phenyane said yesterday: "The move is also being supported by the Southern Transvaal region of the NECC, the South African Students' Congress, the tertiary-based South African Students' Congress and the South African National Civics Organisations."

The South African Government was not solely targeted for Wednesday's mass action. The Governments of

Lebowa, Venda and KaNgwane were also in the programme. "We fully support the decision of teachers to strike to highlight their plight. We will render whatever support is necessary to ensure that the teachers' demands are met," said Phenyane. Cosas, at a Press conference in Soweto yesterday, warned of total chaos if the Government did not meet Sadu's demands. Mr Mahlomola Kekana of Cosas warned that if Sadu remained unsat-

fied by Monday next week "it would be a day of sorrow for South Africa". The ignorant, privileged white racist students who are in the minority would be affected. "The revolution would be taken to their classrooms and their farms and no one will stop us," Kekana said. He said students would resume their "1976, 1986 and 1989 characters and the whole country would be rendered lawless. No law would be respected", he said.

Star 23/8/93
**Go to hell,
 parents
 tell Sadtu**

■ OWN CORRESPONDENT
 and EDUCATION REPORTER

Furious parents in Soweto yesterday told the South African Democratic Teachers' Union (Sadtu) to "go to hell" with its strike, saying teachers were sacrificing the education of their children.

And the Congress of South African Students (Cosas), at a separate meeting, threatened to make the country ungovernable and extend protests to white classrooms unless the Government bowed to teachers' demands.

There was turmoil at Soweto's Regina Mundi Church when a six-man Sadtu delegation was almost assaulted by enraged parents.

Hundreds of parents said they were infuriated by Sadtu's unilateral decision to go on strike.

Fearing for their lives, members of the Sadtu delegation left the church, lamely chanting "Viva Sadtu".

Some parents hurled abuse at them.

"Go to hell", "You are lazy" and "You thugs" were among some of the insults hurled.

The delegation then ran out of the churchyard, stood at the wire fence and hurled insults at the parents. Some of the angry parents followed them

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Star 23/8/93
Go to hell, irate parents tell teachers

◀ From Page 1

and told them they were unnecessarily retarding their children's progress.

"You are attending multi-racial schools, we know, the parents told the Sadtu delegation.

The meeting started off well, with Catholic Schools Crisis Committee (CSCC) executive member Letsatsi Msala giving a report-back on a meeting held in a church on August 12 and how a Sadtu delegation had disrupted it.

Mosala said some of the Sadtu members were brandishing pistols when they burst into the church that day.

And yesterday, in an attempt to resolve the differences, the

CSCC invited Sadtu's representatives to the meeting.

Sadtu's Moss Monnye said the 'enemy would want us divided'.

He sparked off massive dissent when he told the parents: "Our strike is on. The question is how you as parents should support us — nothing else."

Earlier yesterday, at a Cosas press conference, threats were made to take the country back to the 1986 period of "ungovernability."

The Transvaal branches of Cosas, the National Education Co-ordinating Committee, the South African Students' Congress and the South African National Civic Association gave the Government a week to meet teachers' demands.

Cosas warned that the country would "go up in flames" if the Government did not accede to the teachers' demand for a "living wage". The statement was made by Cosas southern Transvaal spokesman Mahlomola Kekana.

Cosas, while supporting the teachers' demands, originally expressed concern that the strike would lead to a further backlog in learning.

Kekana said: "White children will also be affected as we intend to take the revolution into their classrooms."

Cosas's threats come in the wake of mayhem at the University of the Witwatersrand when thousands of black students wreaked havoc last week.

KATHRYN STRACHAN

THE Congress of SA Students (Cosas) yesterday appealed to pupils to join demonstrations aimed at forcing government to bow to teachers' pay demands.

This is a reversal of its stand that teachers should delay their strike until a less critical time.

The SA Democratic Teachers' Union, which is to report back to branches on "limited but important gains" in salary negotiations, will announce on Wednesday whether its strike will be called off.

The union's national strike council said government had offered a minimum basic salary of R1 437,75 a month for the lowest-paid teachers, Sapa reports. Government had also agreed to increases of 10% to 58%

Bikany 23/8/93 Pupils plan to join teachers' protest

for teachers in certain categories, and to replacing the six lowest categories with only three to bring about an improvement in pay at the bottom of the scale (321)

Agreement could not be reached on an across-the-board increase and the union would try to discuss this with National Education Minister Piet Marais in the next few days, the strike council said. (321)

Other issues that would influence whether the strike continued were the withdrawal of all court interdicts and threats to terminate the recognition agreement

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Teachers

Bikany 23/8/93 ☐ From Page 1

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White pupils had been unaffected by the education crisis and should be forced by "all means at our disposal" to join black pupils in their struggle for better education, he said. Farmers would be targeted as they were responsible for electing President F W de Klerk. The form of "retaliation" against farmers and the JSE would be decided today.

Important salary gains won, says union

Teachers set to meet on strike

Star 23/8/93

■ BY PHIL MOLEFE
EDUCATION REPORTER

The nationwide teachers' strike is set to continue at least until Wednesday when the South African Democratic Teachers' Union meets to decide whether to continue with the strike.

The Sadtu national strike council said yesterday that various regions of the union would meet today and tomorrow for a report-back on last week's negotiations with education authorities.

Sadtu national office-bearers would consider feedback from various regions on Wednesday, and then make an announcement whether the strike would continue.

The strike council said "limited but important" gains had been made in salary negotiations, with the Government offering a minimum basic salary of R1 437,75 a month for the

SADTU and the Government have still not reached agreement on an across-the-board salary increase for teachers

(321)

lowest-paid teachers.

"The State's present offer incorporated a significant victory for Sadtu's demand for a living wage," the strike council said.

The Government had also agreed to salary increases between 10 and 58 percent for teachers falling in the five lowest categories. These categories apply mostly to teachers without matric and with only two years of appropriate training.

However, an agreement could not be reached on a general across-the-board increase and Sadtu would try to discuss the matter with National Education

Minister Piet Marais within a few days.

On the question of retrenchments in coloured schools under the Department of Education and Culture in the House of Representatives (HoR), the strike council said it would meet the relevant officials in the next few days with a view to resolving the matter.

Sadtu said other issues which would influence the decision whether to call off the strike were the withdrawal of all court interdicts, the withdrawal of the Government's threat to terminate the union's recognition agreement and an undertaking not to implement the "no work, no pay" principle for teachers involved in the strike.

Meanwhile, Education Minister in the HoR Pieter Saalman gave Sadtu until noon today to respond to his department's proposed suspension of its recognition agreement with the union.

Pupils urged to join strike

(321) CT 23/8/73

Drop all interdicts, say teachers

JOHANNESBURG. — The Congress of SA Students (Cosas) yesterday appealed to pupils to join demonstrations aimed at pressuring the government to bow to teachers' demands.

This is a reversal of the organisation's stand last week when they urged teachers to delay their strike until a less critical time.

The resolution of the ongoing school crisis will depend upon the withdrawal of all court interdicts against teacher organisations embarking on the strike, the SA Democratic Teachers Union (Sadtu) said yesterday.

The teachers' strike enters its second week today.

Sadtu said the government must also withdraw its threat to terminate the "hard-won" recognition agreements and must also agree not to implement the "no-work-no-pay" principle for teachers on strike.

Despite an agreement reached with the government on a basic minimum living wage, Sadtu will continue its strike until at least

Wednesday while delegates report back to branches about progress made.

An announcement would then be made whether the strike, which ran concurrently with negotiations, would continue.

"There had been limited but important gains for teachers in the offer by the state of R1 500 'basic living wage' for the lowest paid teachers," the statement said.

There has also been a 10% to 58% salary increase for teachers falling in the categories a1, a2, a3, A and B, some of whom were earning less than R700 a month.

Sadtu was seeking an urgent meeting with Minister of National Education Mr Piet Marais in order to resolve the

outstanding grievance of an across-the-board salary increase for all teachers.

The 80 000-member union is also seeking a meeting with the Department of Education and Culture in the House of Representatives over rationalisation.

Both Sadtu and the DEC would also attempt to resolve the problem of classes that are without teachers due to the department's retrenchment programme.

Cosas representatives yesterday said their support of the Sadtu strike could bring an early resolution of the strike.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spokesman Mr Mahlomola Kekana said the students' protest would be aimed at farmers, white pupils and the JSE.

White pupils had been unaffected by the education crisis and should be forced to join black pupils in their struggle for better education, he said. Farmers, on the other hand, were responsible for electing President F W de Klerk. — Own Correspondent, Staff Reporter

Cosas suspends official who called for occupation of white schools

THE Congress of SA Students (Cosas) yesterday appealed to teachers to end their national strike, distancing itself from its southern Transvaal office's call to occupy white schools.

It suspended regional publicity secretary Mahlomola Kekana, who called for the action on Sunday, and stopped the office from making public statements.

Cosas national co-ordinator Albert Mabhangu said the call contradicted the organisation's principle of nonracialism and played "into the hands of unruly elements who are only interested in disrupting nor-

mal schooling". Cosas's official call for pupils to continue their lessons in the absence of teachers remained unchanged.

Kekana had urged black pupils to target farmers, the ISG and the "ignorant and privileged white racist students".

Sapa reports that the CP yesterday warned white parents to be prepared to protect their children and property with violence in the event of any occupation.

Mabhangu said the SA Democratic Teachers' Union (Sadtu) strike had led to many confrontations between students, parents and teachers over the past week

KATHRYN STRACHAN

and a Cosas delegation would meet Sadtu today to ask it to review its strike. (S2)

"We are concerned about the tensions and the violent actions which have emerged in our own communities around the strike and we fear we will fall into the hands of government if we create confusion among ourselves," he said.

Our Umtata correspondent reports that at a weekend rally PAC president Clarence Makweu urged teachers, children and parents to get together to devise ways of

ending the crisis.

The Azanian Students' Convention (Azasco) condemned as "irresponsible" and "selfish" Sadtu's decision to strike in the face of the concerns of blacks. Azasco, Azapo's tertiary student organisation, said the crisis could have been avoided had Sadtu consulted the black community.

Sadtu is expected to announce tomorrow whether the strike is to continue. After negotiations, government and Sadtu agreed on a R1 440 a month living wage for teachers, but the state refused to budge on its 6.7% across-the-board increase offer.

Sadtu yesterday replied to the Department of Education and Training's threat to end its recognition agreement. The DET had extended its deadline from Friday to noon yesterday.

National Education Co-ordinator Mearwele Committee (NECO) southern Transvaal spokesman Amron Maseu said demonstrations would be held in Johannesburg on Friday in support of the teachers' strike unless their demands were met this week.

"We cannot allow this situation to continue beyond this week," he said.

Comment Page 8

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KATHRYN STRACHAN

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● Comment Page 8

Decision day for striking teachers

Sowetan 24/8/93

By Mzimasi Ngudle

■ DAILY BREAD What the DET

teachers in various categories earn:

STRIKING teachers would decide tomorrow whether to go back to classes, a senior official of the South African Democratic Teachers' Union said yesterday.

PWV regional co-ordinator Mr Nkoane Maloka said Sadtu regions were holding meetings throughout the country yesterday to evaluate the progress made at negotiations between the union and the Government.

He said the regions would meet again tomorrow morning and report to the national executive meeting the same day.

Maloka said the NEC meeting would decide whether to call off the strike after evaluating reports.

Maloka said the State had shifted on salary increases to lower categories but had refused to move on other categories.

NECC regional secretary-general Mr Amon Msane said the action would take

(321) (324)

place in Johannesburg on Friday if the Government refused to budge on its 6.5 percent salary hike to teachers.

According to the DET, only 5 205 teachers of the 69 573 educators employed by the department receive the minimum monthly salary of R867.75 plus a 13th cheque and service benefits.

These teachers fell under the A2 and A3 categories.

Category A2 is for teachers who passed Standard 6 or 7 with at least two years appropriate training. Category A3 is for those with less than a Standard 10 education and no teaching qualification.

"The low qualifications and the low levels of responsibility of these teachers are reflected in their low salaries," the DET said in a statement.

More than 75 percent of DET teach-

ers earn over R2 000 a month plus a 13th cheque and service benefits. This category comprises 35 094 teachers (50.4 percent) who earn between R2 000 and R3 000 a month and a further 14 432 (21 percent) who get between R3 000 and R5 000 a month.

Senior educators, mostly in categories E, F and G are paid between R4 000 and R5 000 and above. Teachers in these categories have matric and five to seven years of appropriate tertiary education.

The DET said: "People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as the service benefits provided by the department."

"Often, service benefits are overlooked as part of a teacher's remuneration."



Cars burnt in support of Sadtu

321
SAS

CT24/8/75

By RAMOTENA MABOTE

AT least five vehicles — one carrying school books — were torched and others stoned when pupils in Guguletu, Nyanga and Crossroads took to the streets in support of the teachers' strike.

Part of this action took place shortly before a midday press conference by the Congress of South African Students (Cosas) which called on pupils to engage in their controversial campaigns of "Barcelona" and "Bujuba" in support of the strike.

These campaigns call for the burning of cars and for "reactionary elements" to be kept out of the townships.

A government vehicle carrying school books was torched on the corners of NY 1 and NY 50 in Guguletu.

In Crossroads, pupils who had just attended a mass meeting at Oscar Mpetha High in Nyanga took control of Lansdowne Road, stoning vehicles and burning two others.

The area was cordoned off for more than 30 minutes by police.

Two more vehicles were seen alight along NY 1 later in the afternoon.

At the press conference, Cosas regional chairman Mr Mbaleki Mbonde said engaging in Barcelona and Bujuba campaigns was the only option left for pupils to exert pressure on the government.

"We wish to make it clear to the government that we are tired of sitting without teachers in our classes," he said.

Cosas said they would hold a meeting with the Junior Council of Cape Town today to discuss the question of occupation of unused and under-utilised white schools.

Asked to comment on today's incidents, Sadtu president Mr Shepherd Mdladlana said he had told the government that its failure to meet teachers' demands would lead to crises, especially in education.

ANC regional chairman Dr Allan Boesak said the position of the ANC, which supports the teachers' strike, was that pupils must do their best to make up for lost time.

BARCELONA FLAMES . . .
Police in front of one of the three vehicles which burnt out in Guguletu and Crossroads after angry pupils came out in support of the teachers' strike. The campaign to burn and stone vehicles was called by the Congress of South African Students yesterday. The students called for a revival of operations Barcelona and Bujuba. Picture: FANIE JASON

Chalkdown Sadtu defiant

JOHANNESBURG. —

Teachers remained defiant yesterday despite a threat to have their union "de-recognised" as their nationwide chalkdown entered its second week. (321)

Department of Education and Training spokesman Mr Geoff Makwakwa said the SA Democratic Teachers' Union was maintaining its strike, with black schools in the metropolitan areas still the hardest hit.

Sadtu has said it will announce tomorrow whether the strike action will continue, but this will depend on government wage offers.

While the wage issue and teacher retrenchments in the House of Representatives have been separated at talks, the union has been making demands on both counts. — Sapa

Star 24/8/93 End strike - Cosas

■ BY JUSTICE MALALA

The Congress of South African Students (Cosas) yesterday distanced itself from calls by its southern Transvaal publicity secretary to occupy white schools, and appealed to teachers to end their national strike. (50)

The call to disrupt classes in white schools and target farmers and the Johannesburg Stock Exchange was made on Sunday by Cosas southern Transvaal spokesman Mahlomola Kekana.

But as the Conservative Party reacted with warnings to white parents to be prepared to protect their children

and property with violence if schools were occupied, Cosas national co-ordinator Albert Mahlangu said Kekana's statements did not comply with the body's policy, aims and objectives.

Meanwhile, the National Education Co-ordinating Committee (NECC) plans to launch demonstrations in Johannesburg on Friday in support of striking teachers. (321)

NECC's southern Transvaal region said yesterday that if the salary dispute between the SA Democratic Teachers' Union (Sadtu) and the Government was not resolved by tomorrow, it would embark on mass action.

Members would meet at Johannesburg's Library Gardens on Friday.

Reacting to the call for mass action, Cheryl Carolus, ANC national executive committee member in charge of education, said the level of desperation and anger among parents and students was understandable due to the "intransigence" of the Government in negotiations.

■ At least eight vehicles were set alight yesterday in townships near Cape Town as pupils took to the streets in support of Sadtu members, police said. A motorist was reportedly assaulted by pupils in Khayelitsha.

The teachers' wage strike, now in its second week, has cast a dark cloud over a schooling year already wasted in pupil and teacher protests. Phil Molefe puts some figures to the teachers' claims

Star 24/8/93

Illiterates know only future imperfect

In the deserted black schools, where thousands of teachers withdrew their labour last week to back demands for increased salaries and improved conditions of service, the writing on the board told a story of gloom and doom.

The strike by more than 70 000 members of the South African Democratic Teachers' Union (Sadu) had put the final nail in the coffin of thousands of pupils' study hopes. Black schools countrywide came practically to a halt under the weight of the strike.

A matriic pupil, who preferred anonymity, lamented: "This is another wasted year. If I fail again, there is no point in coming back to school next year because the same thing will happen again."

Thousands of pupils like him will drop out of school this year and swell the ranks of marginalised youth — black children who leave school functionally illiterate and vir-

tually unemployable.

According to the Department of Education and Training (DET), most schools have lost the equivalent of an entire term this year due to disruptions by teachers and pupils.

Soweto schools have been worst hit, with a record loss of time amounting to two terms.

Sadu assistant general secretary Thulas Nxesi defended his union's right to collective bargaining and to call a strike.

"The blame must be firmly laid on the Government's doorstep," he said. "By underpaying teachers and not improving conditions in our schools, the Government is responsible for disruptions in education."

Sadu has charged that some of its members earn as little as R700 a month.

"Are we expected to fold our arms and sit back when our members are exploited?"

The union has a responsibility to fight for teachers' rights, not only for material bene-

fits but also for the improvement of learning conditions," said Nxesi.

But, according to the DET, only 5 205 teachers of the 69 573 educators employed by the department receive the minimum monthly salary of R867,75 plus a 13th cheque and service benefits. This figure represents 7,5 percent of the DET teachers.

These teachers fell under the A2 and A3 categories. Category A2 is for teachers who passed Std 6 or 7 with at least two years appropriate training. Category A3 is for those with less than Std 10 education and no teaching qualification.

"The low qualifications and the low levels of responsibility of these teachers are reflected in their low salaries," the DET said in a statement.

More than 75 percent of DET teachers earn more than R2 000 per month, plus a 13th cheque and service benefits.

This category comprises 35 094 teachers (50,4 percent) who earn between R2 000 and R3 000 a month and a further 14 432 (21 percent) who get between R3 000 and R5 000 a month.

Senior educators, mostly in categories E, F and G, are paid between R4 000 and R5 000 and above. Teachers in these categories have matric plus five to seven years of appropriate tertiary education.

The DET said: "People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as the service benefits provided by the department. Often, service benefits are overlooked as part of a teacher's remuneration."

"The DET subsidises the pensions of permanent teachers by R2,75 for every rand paid by the teacher. Medical aid schemes are also subsidised by the department."

A teacher who qualifies for a housing subsidy or loan can receive up to R689 per month on the bond of the house.

Against this background, it is quite clear that upgrading teachers' qualifications is central to the issue of better salaries and not the strike.

"The department has promoted and encouraged teachers at every level to improve their qualifications. Generous study leave benefits are available as well as extra examination leave."

Since 1977, when the department introduced adult education programmes to assist teachers to obtain matric and improve their qualifications, a number of teachers has taken advantage of the scheme and most have ascended the ladder to higher categories.

Teacher enrolment at institutions such as the University of South Africa and Vista dou-

bled.

The bulk of teachers before 1976 received a two-year training after only ing Std 8, then known as the Junior cate.

But this positive move had its negative effects, with teachers tending to devote their time to their own studies, to the ment of their pupils. The learning began to disintegrate as teachers spent time in the staff room studying and assignments.

And, today, there is a grounds anger among pupils that teachers more time on their own books than att to their charges.

While it is the Government's ap education policy that must be bla black teachers poor qualifications, the be no excuse for educators to steal pupils' learning time for their own stud

focus on Schools

Sowetan 25/8/93

HARARE — The current strike by teachers, which is robbing more than two million black children of much needed tuition and guidance, is another indication of the extent to which the black community is in crisis.

It is the children of the black working class, the urban poor and peasants who are being denied education in this way and condemned in the process to a future worse than that of their parents.

They are being used as pawns by the black petit bourgeoisie in its rush to catch up with its counterpart in the privileged white settler community.

One of the basic problems that has been existing in the black community in recent years is its desertion by the black petit bourgeoisie which has traditionally provided leadership.

Lawyers, doctors, journalists, teachers and others in this class have been leaving the townships in more ways than one.

With the advent of the so-called reforms, some have moved to the suburbs. Others send their children to the so-called white schools or elite private schools. When ill, most can afford treatment in prestigious hospitals or clinics. The end result is that the community of interests and the solidarity of the township is lost to the black petit bourgeoisie.

Yet, this is the class that traditionally provides the black community with leadership in the political, labour, civic and other fields. It toiled alongside the people in the townships and villages in their daily struggles against the ravages of white racism, oppression and discrimination.

The black petit bourgeoisie still claims leadership of the much-embattled blacks. But exercised as it is from the serenity and comfort of Houghton, Sandton, Dawn Park and similar places, such leadership is of questionable quality.

Very few, if any, children of the black leadership are affected by the current strike by teachers or the general decay in black education that is now legend. Their children, and those of the black petit bourgeoisie in general, attend privileged schools. This is what makes the frequent calling of strikes and chalkdowns worse than criminal.

The South Africa Democratic Teachers Union is now notorious for its total disregard of the interests of the black child. It is known that teaching in black schools is at best indifferent and at worst non-existent. If Sadtu is not calling a strike, it is encouraging pupils to make trouble under one pretext or another.

Teachers are understood to use the idle time to study for their own examinations in order to improve themselves and their earning power. Of course, their own children, including those of the Sadtu general secretary, Randall van den

The black community needs to take stock of itself if it is to solve its many problems, including the present unpatriotic teacher's strike, writes **Mosibudi Mangena**, chairman of the Black Consciousness Movement of Azania:



One of the basic problems that has been existing in the black community in recent years is its desertion by the petit bourgeoisie which traditionally provided leadership

Heever, are tucked away in elite private schools. Probably the demand for more pay is meant, at least in part, to make their own privileged children in private schools even cosier.

There is no doubt that black education is attended by enormous problems such as overcrowding, lack of equipment and books, underqualified and poorly paid teachers. This ugly situation is the result of a careful design conceived and implemented by the racist Pretoria regime. It is meant to be part and parcel of our oppression.

But we do not fight for freedom by mutilating ourselves or committing suicide. The enemy is only too happy to watch us weaken ourselves and make our continued oppression even easier. The regime has nothing to lose by a Sadtu strike. Black children are being destroyed by fellow blacks while white children are quietly preparing, with the best facilities available in the country, for a future of *baasskap*.

In fact, the problem blacks face cover all spheres of life, such as politics, housing, health, land and so on. We would be foolish to try and solve such problems by sleeping in the open, allowing ourselves to die when sick and so forth.

The point of the matter is that with the repeal of the so-called apartheid laws, the black petit bourgeoisie finds the leash with which the white racist establishment controls blacks a bit lax and therefore a bit more comfortable. Avenues



which were previously closed are now accessible.

With its education and skills, this class has been able to move into better jobs with higher salaries and other benefits. This is almost naturally followed by the general trek to better houses, schools and hospitals. It is the small black capitalist class and the black petty bourgeoisie who stand to benefit most from the reforms of President F.W. de Klerk and his fellow racists.

The repeal of these racist laws has removed the rigid structures that previously confined the black petty bourgeoisie to the townships where it provided valuable leadership. Now it is showing signs of assuming the classical vacillating nature of the petty bourgeoisie.

Presently, the black petty bourgeoisie is tentatively making common cause with its counterpart from the white establishment. The contradictions between the two have become fewer. That is why a paly-paly relationship exists between the likes of Roelf Meyer and some black delegates at the World Trade Centre in Kempton Park.

Issues of great concern to the black majority, such as land, are not even on the agenda. In contrast, the struggles of the working class, the urban poor and the peasants continue unabated.

Some have raised valid arguments for this state of affairs. They say Azania belongs to us and we can therefore stay where we want; that we should move away from the mistaken action that blackness is synonymous with the squalor of the townships and squatter camps; that there is nothing wrong with giving yourself and your family good education and health care if you can afford it; that some of them are driven from the townships by the appalling levels of violence and the unending school boycotts.

It is all true, except that the black community is losing some of its valuable sons and daughters at a critical period which is characterised by genocide and general social dislocation.

For a start, no one should be allowed to teach black children or participate in a strike if his or her own children are ensconced in an elite private school or another education department, free from the pain of the inadequacies of black education.

Cosas exec rejects ⁽³²¹⁾ Operation ^{25/8/93} Barcelona

Staff Reporter

THE national executive of the Congress of South African Students (Cosas) has condemned "Operation Barcelona" and has said it will take "serious measures" against any Cosas members involved in the burning of vehicles and school books.

But the Cosas regional branch in Cape Town confirmed yesterday that the campaign was going ahead.

Cosas national organizer Mr David Serekwane said in Johannesburg yesterday: "Cosas does not have an Operation Barcelona campaign. The burning of school books is completely contrary to our view."

● Cosas in the Natal Midlands yesterday threatened to take their struggle to white schools if teachers' demands were not met before Friday.

● Violence flares

— Page 2

Call for end to teachers' strike

(321)

APR 25 1975

□ Violence and intimidation condemned by NECC, but Cosas remains defiant

JOHN VILJOEN and
EDWARD MOLOINYANE
Staff Reporters

THE National Education Co-ordinating Committee (NECC) has appealed for an end to the teachers' strike and says it cannot condone violence or intimidation.

But the Western Cape region of the Congress of South African Students (Cosas) seems set to continue with its violent "Barcelona and Bujuba" strategies in defiance of the organisation's national executive.

A Cosas spokesman in Johannesburg today distanced the organisation from the strategies which have brought violence to Western Cape townships.

"We have no national programme of Barcelona and Bujuba actions," he said.

The matter would be discussed with Western Cape Cosas leaders, said.

Western Cape Cosas spokesman J J Tyhalsis said pupils would continue with Barcelona and Bujuba actions, although the regional executive would discuss the strategy today.

In Cape Town yesterday a Cosas speaker said pupils would fight "side by side" with teachers and make townships ungovernable through "operations Barcelona and Bujuba".

The Cosas threat, from a representative of the Nyanga branch, came at the end of a march by more than 1000 pupils, parents and striking teachers to the Foreshore offices of the Department of Education and Training.

The marchers were led by ANC Western Cape secretary Tony Yengeni, who told teachers they should continue striking until demands were met.

South African Democratic Teachers' Union (Sadtu) leaders are expected to announce today whether the strike will continue.

The DET said yesterday the situation in its schools was unchanged. The worst affected areas were urban centres in the PWV, Natal, and Eastern and Western Cape.

The NECC said yesterday that the issues which had caused the strike had to be resolved immediately in the interests of the future of teachers.

The NECC supported the demands of Sadtu and other teachers' bodies for a pay increase and an end to retrenchments.

"But the strike is hurting our people, and therefore we would like the dispute between the government and the teachers to be settled immediately so that learning and teaching can continue."

● The Pan Africanist Students' Organisation (Paso) said it would protect non-striking teachers threatened by Sadtu members involved in the strike.

A Peninsula African Teachers' Union (Penata) rally at Khayelitsha Stadium yesterday heard that teachers not on strike were being labelled "reactionaries" and were being threatened by strikers.

While speakers stressed that the teachers' demands were genuine, the strike was roundly condemned as playing into the hands of "the regime", which wanted to see the "African child deprived of education".

● Sporadic incidents of stone-throwing and torching of vehicles in Khayelitsha and on Lansdowne Road near Brown's Farm continued yesterday.



Picture: FANIE JASON.

ARMED AND READY: Rampaging youths have turned Khayelitsha into a dangerous area for some vehicles, like this bakkie which was stoned, turned on its side, and set alight. A policeman stands guard as onlookers watch.

Teachers may end strike today

Star 25/8/93

BY JUSTICE MALALA

More than 2 million black pupils will today find out whether they can return to classes when the national executive committee of the South African Democratic Teachers' Union meets in Johannesburg to decide whether to suspend its strike. (321)

Sadtu will today consider reports from its branches and regions across the country on teachers' feelings on continuing the strike, which began on Monday last week in support of demands for a 15 percent salary increase and an end to retrenchments.

Sadtu president Shepherd Mdladlana said yesterday that an announcement on the strike would be made this afternoon.

Yesterday Sadtu branches across the country met to discuss concessions made by the Government in negotiations with the teachers' union last week. The Government offered a minimum basic salary of R1 437,75 a month for the lowest-paid teachers. (321)

The Government also agreed to salary increases between 10 and 58 percent for teachers falling in the five lowest categories.

Mdladlana said the union's four-member negotiating team had met Department of National Education (DNE) officials

► To Page 3

Teachers to end strike?

Star 25/8/93

◀ From Page 1

yesterday to iron out the outstanding issue of a 15 percent across-the-board salary increase. The Government has not budged on its offer of 6,7 percent.

He said the DNE would be responding to this demand this afternoon after the national executive committee meeting.

Department of Education and Training spokesman Jeffrey Makwakwa yesterday said the

situation in schools across the country was unchanged with teachers on strike, apart from schools in rural areas and on the East Rand. (321)

■ Sapa reports that police in the Cape Peninsula were investigating the possibility that members of the Congress of South African Students were responsible for the abduction of a Guguletu man at gunpoint and about 20 incidents of arson and of stone-throwing since Monday.

(321)



'BARCELONA BUS' ... A microbus burns fiercely on NY3A in Guguletu yesterday after being set alight by pupils supporting the Sadtu strike. The incident is believed to be part of the Cosas "Barcelona Flames" campaign, which involves stoning and burning vehicles. Picture: FANIE JASON

Teaching row 'solved'

CT 25/8/93

JOHANNESBURG. — A dispute about teacher retrenchments in the House of Representatives (HoR) has been resolved, the crisis committee of the National Education and Training Forum (NETF) announced yesterday.

NETF chairman Mr Alan Tonkin said the HoR education department had informed all affected teachers they could extend their services until the end of the year. The department had also granted temporary replacements to schools needing them.

Mr Tonkin said the retrenchment issue was separate from the South African Democratic Teachers' Union (Sadtu) strike over teacher salaries.

A decision on the fate of the strike — now in its eighth day — is likely to be made today.

In Cape Town yesterday, ANC regional secretary Mr Tony Yengeni called on more than 1 000 teachers to continue striking until their demands were met.

He said the ANC "fully supported" the strike.

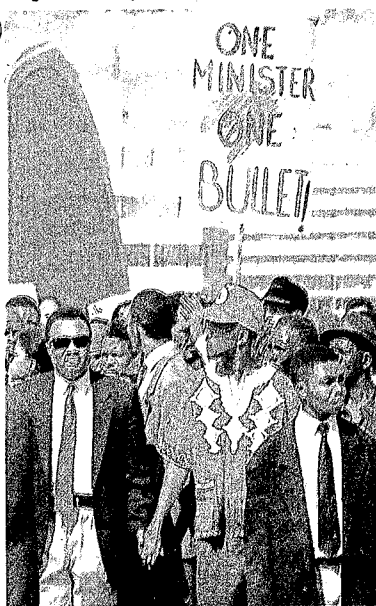
A Cosas spokesman told the teachers that his organisation would fight side by side with them.

The DET said it abhorred any form of violence and that resorting to it was unacceptable.

● The government has offered an extra R850 million to its R2 200 million salary bill in negotiations with public servants and educators, the Commission for Administration said yesterday.

A commission spokesman said the extra money would be available from November 1.

Sadtu welcomed yesterday the government's decision, but rejected an attempt to link it to Sadtu's 15% wage increase demand. — Sapa, Staff Reporter



ON THE MOVE ... ANC regional secretary Mr Tony Yengeni, with dark glasses, leads more than 1 000 marchers to DET offices yesterday afternoon. Pupils, parents and teachers marched in support of the Sadtu strike. Picture: BENNY GOOL

Teachers vow to

Sowetan 26/8/93

Strike on

By Mzimasi Ngudle and Sapa

THE South African Democratic Teachers' Union unanimously decided yesterday to continue its nationwide strike after a series of meetings by its national strike council during the day. (Sapa)

Sadtu president Mr Shepherd Mdaadana said at a Press conference in Johannesburg that the union would suspend the strike only when a satisfactory statement of intent on salaries had been received from the Government.

Mdaadana said the Department of Education and Training's shift on the replenishment of teachers and salary increases were "limited concessions".
"Further commitments from the State will be neces-

sary in regard to the implementation of decisions reached before the strike can be suspended or terminated.

"Despite these gains, there are still deep suspicions of the bona fides of the State which are fuelled by its continual failure to abide by agreements reached," he said.

It was not possible for Sadtu to suspend terminate the strike without a statement of intent regarding negotiations for general salary adjustments which was promised by National Education Minister Piet Marais.

Other demands include the withdrawal of interdicts, an end to alleged victimisation of Sadtu members and an agreement to finalise negotiations on salaries.



Govt spending cuts to fund teacher salaries

GRETA STEYN

GOVERNMENT would try to finance the extra R850m spending for teachers by cutting existing expenditure, a State Expenditure Department spokesman said yesterday. **B/Nay 26/8/93**

He said government hoped that savings and reallocation of existing spending priorities would avert a spending overrun this fiscal year as a result of the teachers' strike. Government did not expect to exceed its budgeted spending total of R114bn with more than the amounts announced for additional spending on drought relief (R469m) and job creation (R255m).

The R850m spending on teachers' salaries will take effect from November, with five months of the fiscal year still to go.

Reserve Bank economics head Ernie van der Merwe said the Bank expected the announcement of additional spending to lead to a deficit overrun. **(321)**

A significant discrepancy has arisen between Finance Minister Derek Keys and the Bank's calculation of the fiscal deficit. At the end of this fiscal year, the Bank and Keys would produce deficit totals that differed by more than R1bn, economists said.

This reflected the treatment of finance raised from the sale of state assets, which in the past was counted as a source of funds rather than revenue. Keys changed this practice in this year's Budget to include the finance in the revenue figure, arriving at a lower deficit than the Bank's. This approach would be applied to extra spending announced after the Budget. **(321)**

Van der Merwe said the Bank regarded funds raised through the sale of state assets as a one-off item which could not be counted as part of current revenue. Selling strategic assets was a financing activity and for economic analysis the deficit would have to include spending financed from this source. He said the extra spend-

To Page 2

Spending cuts

B/Nay 26/8/93 From Page 1

ing would see the deficit rise above the original budgeted level. **(321)**

According to the Bank's annual economic report, the budgeted deficit for the present fiscal year was R23,6bn, or about 7% of GDP. The Bank said these estimates "differed slightly from those presented by the Minister, because privatisation proceeds have been excluded from ordinary government revenue and are included in the financing of the deficit". **(321)**

This difference is set to widen as further spending to be financed from the sale of state assets has been announced.

In his Budget, Keys included the finance

raised from the sale of state assets in the revenue totals, yielding a deficit of R26,3bn - slightly less than 7%. The approach will also be applied to the extra spending on job creation and drought relief.

Keys' office said funds for drought aid and job creation would be financed without increasing the budgeted deficit before borrowing. "Apart from reallocation of budgeted funds, sales of strategic supplies will contribute to the financing of the additional expenditure." This was in line with the indication in the Budget speech that "special funding arrangements" would be made to finance additional projects.

Teachers decide to continue strike

THE SA Democratic Teachers' Union (Sadtu) announced yesterday it would continue its nationwide strike, despite pupils' appeals to end the protest. 26/8/93

Sadtu president Shepherd Mdladlana told a news conference in Johannesburg that the strike would continue until the union received a statement of intent from National Education Minister Piet Marais indicating government's willingness to commit itself to further wage negotiations.

A framework for the terms of the negotiations, as well as a conclusion date, were needed to bring the strike to an end.

Mdladlana said the last round of talks, which ended on Tuesday, closed with gov-

KATHRYN STRACHAN

ernment refusing to move on its 6,7% general salary increase offer — a figure which fell far below Sadtu's bottom line of 15%.

The Department of Education and Training said last night it would meet a Sadtu delegation today. Officials from the Education and Culture Departments of the Houses of Representatives and Delegates would also attend the meeting. (321)

The DET said Sadtu had indicated it wished to discuss the possible termination of the agreement between the departments and the union, the interdicts against it, the

□ To Page 2

Teachers

recovery of lost tuition time and the restoration of a culture of learning. 26/8/93

It said the unlawful strike remained an obstacle to constructive discussion.

Earlier yesterday, Mdladlana said the union was distrustful of government's bona fides and would not suspend its action until it had secured a commitment regarding government's sincerity. (321)

However significant gains had been made in terms of voluntary retrenchments, with the House of Representatives agreeing to appoint teachers to fill the gap until the year-end.

Government's concession to the union's demand for a R1 437 minimum wage also represented a victory for teachers, he said.

□ From Page 1

Meanwhile, draft legislation proposing that teachers be allowed to strike was published yesterday. The lack of acceptable dispute resolution mechanisms has been a major demand of the teachers.

The memorandum to the Education Labour Relations Bill — aimed at preventing labour disputes and regulating collective bargaining — proposes an education labour relations council. The council, representing employer and employee organisations, would be given the role of preventing and settling disputes, and investigating policy in the education sector.

Matters that cannot be settled within the council may be referred to the industrial court of arbitration.

Teachers to meet education departments

Education Reporter

(321)

OFFICIALS from three education departments meet the South African Democratic Teachers' Union (Sadtu) in Pretoria today in a bid to end the teachers' strike.

The 75 000-strong union decided yesterday to continue its strike until it had a firm commitment from the government on increased salaries.

The Department of Education and Training (DET) said it had agreed to a Sadtu request for the meeting.

Officials from the Departments of Education and Culture in the House of Representatives and the House of Delegates would also be present. *AKG 26/8/93*

Sadtu yesterday demanded a decision on the salary issue, the withdrawal of four Supreme Court interdicts against striking teachers and an end to intimidation of its members.

The DET attacked Sadtu for striking during negotiations, saying the strike was a contravention of accepted in-

ternational labour practice.

Allan Boesak, African National Congress Western Cape chairman, told pupils at a rally in Bonteheuvel yesterday they should help each other to prepare for exams while teachers were on strike and should not burn school books.

This was not a time for pupils to take to the streets, he said.

Pupils should use the time during the teachers' strike to discuss the education crisis.

● See page 23

TEACHERS' PAY

The chalkdown cheques

 (32)
 A11-26/8/93

Teachers have been striking over pay. What exactly do they earn? Education Reporter JOHN VILJOEN looks at the bottom line.

Teachers' salaries in the Department of Education and Training

Monthly salaries — excluding 13th cheque and service benefits	Percentage of teachers	Grouped percentage of teachers R1000s	Grouped percentage of teachers R2000s
R 911,00 – 1000,00	7,82	7,82	
R 1001,00 – 1500,00	5,30		18,1
R 1501,00 – 2000,00	5,04	10,34	
R 2001,00 – 2500,00	15,79		
R 2501,00 – 3000,00	36,44	52,23	
R 3001,00 – 3500,00	9,12	20,24	72,5
R 3501,00 – 4000,00	11,12		
R 4001,00 – 4500,00	3,43		
R 4501,00 – 5000,00	1,76	5,19	
R 5001,00 – 5500,00	1,23		7,4
R 5501,00 – 6000,00	,94	2,17	
R 6001,00 – 6500,00	,41		
R 6501,00 – 7000,00	,45	,86	
R 7001,00 – 7500,00	,36		2,0
R 7501,00 – 8000,00	,48	,84	
Over R 8000,00	,31	,31	



Picture: LEON MULLER/The Argus

CULTURE OF EARNING: Striking South African Democratic Teachers' Union members on their way to the offices of the Department of Education and Training in Cape Town this week.

Demand for 15% increase 'reasonable'

Labour Reporter SHARON SCOROUR

PUBLIC sector workers are still demanding a 15 percent general salary increase to be implemented before April in spite of a government proposal to add an average two percent to civil servants' and educators' wage bills.

According to the 50 000-strong Public Service League, the demand for a 15 percent increase is "reasonable" and the government should in the interests of peace and prosperity, accede to such a demand.

This followed salary negotiations this week between 11 public sector organisations

and the Commission for Administration.

The Commission for Administration made R850-million available over a full year to address the plight of certain categories of personnel including teachers at the bottom of salary scales with effect from November 1, 1993.

League general manager Bernard Wentzel said 61 percent of the R850-million was allocated to public sector workers.

"These funds will be used to address the imbalances in specific job categories. The Public Sector Forum will jointly decide on what cate-

ries or service conditions will be addressed," he said.

Negotiations were set to continue next month he added.

The league rejected the way in which the government was negotiating "the crucial matter."

"The measly increase of 5 percent from July did not address the dire need of our members. The delaying tactics used by the government are detrimental to the country as a whole."

Public sector workers, including educators, are given an average of 5 percent in increases at a cost of R2-billion.

FEWER than eight percent of black teachers earn under R1 000, according to the Department of Education and Training — but that's eight percent too many, says the South African Democratic Teachers' Union.

Demands for a 15 percent wage increase, and a stop to state rationalisation of education, is at the centre of the eight-day-long Sadu strike.

The state this week offered an additional R850 million for public servants' salaries, but clarity is awaited on how this will be allocated.

The latest salary survey from the DET, compiled this month after the original five percent rise for the public sector, gives an insight into teachers' earnings.

Salary structures are the same for all teachers nationally. Parity pay across the education departments was achieved in December 1986.

A new teacher in any of the departments with a three-year college diploma gets a starting salary of R2 238,50 a month plus benefits and a 13th cheque.

A teacher with a university degree and a one-year professional qualification starts with R2 580 plus service benefits and a 13th cheque.

The DET said this week there were 5 886 teachers (or about eight percent of its 69 837 teachers) who were paid the minimum of R911,25 a month, plus a 13th cheque and service benefits.

"The low qualifications and low levels of responsibility of these teachers are reflected in their low salaries," the DET said.

Teachers in the lowest wage category have less than

a matric and no teaching qualification.

But more than 80 percent of its teachers are paid more than R2 000 a month plus 13th cheque and service benefits.

The DET said it had promoted and encouraged all teachers to improve their qualifications. Generous study leave benefits were available as well as extra exam leave.

"Sadly, many teachers have not availed themselves of the opportunities offered and they remain on lower salary levels than their more professionally trained colleagues."

Others had upgraded and the professional qualifications of teachers in the department had increased considerably over the years.

"People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as to the service benefits provided by the department.

"Often, service benefits are overlooked as part of a teacher's remuneration."

All teachers get a bonus of a 13th cheque each year. 20/8/93

The department contributes R2,75 to the pension fund for every rand paid by a permanent teacher.

Medical aid schemes are also subsidised by the department.

A teacher who qualifies for a housing subsidy or loan can get up to R689 a month towards the bond repayment on his or her house.

The DET said that in addition to four school holidays, long leave could be accumulated at the rate of 12 days a year. This might be doubled if the teacher took it for study purposes.

In addition, a teacher could be granted two days leave for each examination and generous sick leave was available, the department said.

321 Sadtu negotiator and vice president Duncan Hindle gives his view on the DET's analysis.

"From a union perspective, even if one teacher earns less than a living wage, we will support that teacher with all the means at our disposal.

"To say that 'only' eight percent of teachers are in this category is very disturbing.

"Those 20 000 teachers (across all departments) are not just statistics — they are people who are struggling to support families in the face of state insensitivity.

"Remuneration is correctly dependant on the level of qualification, which has penalised black teachers who have historically been excluded from pre-service and in-service opportunities.

"To now blame these victims for their condition shows remarkable cruelty.

"Sadtu favours a system of

remuneration which is primarily based upon the job being performed. All teachers do similar jobs, with equivalent responsibilities, and should be equitably rewarded.

"In many cases, the least qualified teachers perform their jobs under the most difficult circumstances — often in rural areas.

"While accepting limited recognition (and increases) for improved qualifications, there must be increased opportunities for disadvantaged teachers to upgrade their qualifications, and improve their effectiveness in the classroom.

"In regard to benefits, these remain severe penalties for women, who constitute the majority of teachers.

"Housing subsidies are not available for married women, maternity benefits are available only to married women."

Bill for labour, education council

By BARRY STREEK
Political Staff

A NEW council to prevent labour disputes and conflict in education has been proposed in a draft bill.

The Education Labour Relations Council (ELRC) would represent employers and employees and their organisations, but would not apply to private schools.

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CT 26/8/73

The aims of the draft bill are to "maintain and promote labour peace in education; prevent labour disputes in education; provide mechanisms for the resolution of disputes between employers and employees and employee organisations, and regulate collective bargaining".

Educators would be allowed to join unions of their choice, and lawful strikes

or lock-outs would be allowed.

Matters that could not be settled by the ELRC would be referred to the industrial court or arbitration.

The ELRC would have powers to reach legally binding agreements on minimum wages, registration of professional educators and pension and medical funds and other job-related issues.

'One judge, one bullet' call in court

26/8/73
Staff Reporter

SUPPORTERS of 42 SA Democratic Teachers' Union (Sadtu) members accused of holding an illegal march yelled "One judge, one bullet" in the Cape Town courtroom yesterday (321) (421)

The teachers appeared in the Magistrate's Courts in connection with an illegal march in the city on June 16. No charges were put to them.

Sadtu supporters crowded into the courtroom, where they sang and shouted slogans before proceedings began.

One accused, Ms Amanda Sanger, told them their political aims would not be furthered "in this court", and appealed for quiet.

Magistrate Mr D Marais postponed the matter to October 12 and extended their bail of R100 each.

Mr B-van den Bergh prosecuted. Mr Y Ebrahim appeared for the accused.

Teachers continue stayaway

Big blow to 2-m pupils

Star 26/8/93

■ BY JUSTICE MALALA

The 70 000 members of the South African Democratic Teachers' Union (Sadtu) have voted to continue their nationwide strike for increased salaries, dashing the hopes of more than 2 million pupils of resuming lessons this week.

With only 34 school days left before pupils are due to sit their final examinations, Sadtu president Shepherd Mdladlana said although "victories had been achieved" in talks with the Government, "further commitments from the State" were needed.

The strike council would consider suspending the strike only if National Education Minister Piet Marais issued a "satisfactory" statement of intent on teachers' salaries.

Finalise

Agreement would also have to be reached on the withdrawal of all interdicts against the union, non-victimisation of teachers by the Government, and an agreement to finalise all negotiations on a general salary increase before the end of the third term.

The organisation's national strike council met for four hours in Johannesburg yesterday, in deliberations on reports from across the country.

Mdladlana said it was untrue Sadtu had chosen "difficult" times, especially the lead-up

**SADTU members
voted yesterday to
carry on with the
crippling nationwide
strike for salary
increases**

period to exams, to strike.

DET acting director-general Dirk Meiring said yesterday more than 360 000 candidates were due to write their exams this year — an increase of 35 000 from last year.

The first subject will be written on October 19 and the last on November 18.

Meiring said the DET was "acutely aware" of the problem facing pupils in certain areas. He advised pupils to form study groups after school and during weekends.

■ Draft legislation aimed at preventing labour disputes in education, and proposing an Education Labour Relations Council, was published yesterday.

The Education Labour Relations Bill, which aims to regulate collective bargaining in the sector, proposes that educators be allowed to establish and join the union of their choice and allows for strikes and lockouts.

■ In Cape Town yesterday, supporters of 42 Sadtu members accused of holding an illegal march yelled: "One judge, one bullet" in Cape Town Magistrate's Court.

Plan (321) CT 27/8/93

to end schools crisis

THE Pan-Africanist Students' Organisation (Paso) launched a "positive action" campaign yesterday to resolve the education crisis.

The president of Paso, Mr Tsietsi Telite, said at a news conference the campaign would aim to encourage teachers and pupils to return to school while parents and the community staged sit-ins at Department of Education and Training (DET) offices and ask trade unions to "be on hold" for national stayaways.

It would also have teachers and pupils stage pickets and marches after school and pressure the government in talks at the World Trade Centre.

The campaign would "engage everyone in revolutionary programmes that will enhance the revolution. Here we will use any means possible".

Township schools remained empty yesterday.

Also yesterday, the DET presented the South African Democratic Teachers' Union (Sadtu) with a document on several issues raised by the union since its illegal strike began on August 16.

Gains

At a meeting at the DET offices in Pretoria, the department told Sadtu the main reason for the strike — salaries — "fell outside the sphere of authority of the employing departments".

Sadtu said they hoped for more gains at their meeting with the Department of National Education in Pretoria last night. However, the president of Sadtu, Mr Shepherd Mdladlana, could not say whether the end of the strike was near.

Meanwhile, the Azanian Student Movement (Azasm) has called on black students to disrupt white schools. It said yesterday there was no chance of agreement being reached at the meeting between Sadtu and the DET.

The National Professional Teachers' Organisation of South Africa (Naptosa) warned that a drawn-out exercise by the government in resolving the strike would fan the already "serious fires of discontent and frustration". — Staff Reporter, Sapa

TEACHERS' STRIKE

Fm 27/8/93

Testing black support

(321) (321)

Caught between government intransigence and public impatience, the 80 000-member SA Democratic Teachers Union (Sadtu) faced a critical choice this week on what to do next in its strike for higher pay.

In the absence of a face-saving compromise, two options seemed open: increased "mass action" with the support of other militant organisations, or a humiliating backdown and return to the classroom. A decision on what to do is due to be taken this week.

The strike began last week and centres on a demand for a 20% across-the-board salary increase. The figure was subsequently reduced to 15%. Government offered 6,7% and will not budge, according to President FW de Klerk, who considered the issue serious enough to call a press conference to personally make known the State's view.

Sadtu represents less than a third of SA's estimated 300 000 teachers. The majority of its members are in black and coloured schools.

One breakthrough achieved in talks with the Department of Education & Training was an agreement that the minimum salary for teachers be increased to R1 440. The union claimed earlier that 100 000 teachers earn less than R1 000 a month.

A significant feature of the strike is that it lacks strong support among black parents and pupils.

Comment at public meetings, on radio talk shows and in letters to newspapers has been overwhelmingly critical. In many schools pupils have taken the initiative to teach one another.

In a remarkable development this week, the Congress of SA Students (Cosas) suspended its Transvaal regional publicity secretary, Mahlomola Kekana, who had earlier called for the occupation of white schools in support of the teachers' strike. Cosas said the call was contrary to the organisation's policy.

At a press conference to announce the suspension of Kekana, Cosas national co-ordinator Albert Mahlangu also raised what has become the crucial issue of the strike — division in the black community. He noted that Sadtu's action had caused confrontation between pupils, parents and teachers and said Cosas intended asking the union to call it off.

But in Cape Town, Cosas regional chairman Mbaleki Mbonde urged students to engage in militant action to force government to settle with Sadtu so that teachers could return to the classrooms. His call coincided

with the stoning and burning of a number of vehicles in Cape townships. These included a government-owned truck carrying school textbooks.

The PAC and the Azapo-affiliated Azanian Students Convention have also publicly criticised the strike which they said has caused a "crisis" in the black community. The wisdom of strike action was also questioned by *Sunday Nation* editor Zwelakhe Sisulu in his regular column.

Sisulu, whose views are widely read and highly respected, said Sadtu's decision to



strike raised the possibility that there was an urgent need to re-appraise the previous methods of struggle and the methods the new conditions demanded.

While stressing that "radical pedagogy" was the foundation on which SA's democratic culture would be founded, he said radicalism needed to be situated in the schools, not the streets.

"The boycott tactics as currently used arise out of a strategic lack of recognition of the historic moment we are in and are actually a consequence of the way in which teachers have undermined their own role and power in society."

But some organisations support the strike. Phillip Dexter, head of the National Education, Health & Allied Workers Union, joined Winnie Mandela at a gathering of strikers in Johannesburg last week to pledge their backing.

And the southern Transvaal region of the National Education Co-ordinating Committee (NECC) says mass action — including the possible disruption of white schools — will occur in Johannesburg this Friday in support of Sadtu's demands.

However, the NECC on Tuesday toned down that message by calling for the resumption of negotiations "immediately in

the interest of the future of millions of students and of restoring the culture of learning and teaching." Though Sadtu's demands were "legitimate and reasonable," the NECC said, the strike "is hurting our people and, therefore, we would like the dispute to be settled immediately.

"We believe that a solution can be reached, especially if one considers that negotiations entail a spirit of compromise." The NECC, added that "divisions in our own ranks will benefit no-one but the State" and registered its opposition to "threats and acts of violence and any form of action that will increase the racial divisions created by apartheid."

Similarly, over the "crisis" within the universities, the NECC calls for negotiations to resolve "demands for the transformation of tertiary institutions, as well as the funding of tertiary studies," which are seen as legitimate from the point of view of "democratisation and relevance."

But in response to threats against white schools, the CP called on supporters to be prepared for violent resistance to counter mass action that affected their children's education.

While the ANC head office in Johannesburg has been unusually muted in its reaction to the strike, the organisation's western Cape region supports it.

Nearly all coloured teachers in the western Cape are Sadtu members and virtually all of them are on strike. The teachers are a vital constituency for the ANC in the region where the NP claims majority support among coloured people. The ANC's backing of the action can, therefore, be viewed as political expediency. ■

NEGOTIATIONS — 1 Fm 27/8/93 TEC in sight

Negotiating council talks are expected to cross a threshold this week. If all goes according to plan, negotiators will finalise a quartet of draft Bills on the Transitional Executive Council (TEC) and its subcommittees on the Independent Elections Commission, Independent Media Commission and an Independent Broadcasting Authority.

The intention remains and things are on track to have these interim measures ready for enactment by parliament at its first short session on September 13, says a government spokesman — despite Inkatha's absence from the Kempton Park talks and its rejection of the arrangements. (321)

Another sitting in October will do likewise regarding passage of the interim constitu-

Sowetan 27/8/93

Teachers warned

By Bongani Mavuso

THE EDUCATION CRISIS DEEPEINED last night when the Department of Education and Training warned the South African Democratic Teachers' Union of "automatic dismissals of teachers for unauthorised absence from duty for more than 14 days".

DET spokesman Mr Corrie Rademeyer said this would apply retrospectively to August 16 when teachers went on strike in support of their demand for a 20 percent salary increase. Rademeyer called on Sadtu "not to lead teachers into a situation where they automatically discharge themselves".

The warning followed a protracted meeting between the parties in Pretoria yesterday where DET also told Sadtu that salaries — among the main reasons for the strike — "fell outside the sphere of authority of the employing departments".

Sadtu decided on Wednesday to continue the nationwide strike and said it would only terminate or suspend it when a satisfactory statement of intent on salaries was received from the Government.

Sadtu president Mr Shepherd Mkhiana

(321) said the DET's shift on retrenchments of teachers — one of his complaints — and the new Government offer on salary increases, were "limited concessions".

"Despite these gains, there are still deep suspicions of the *bona fides* of the State which are fuelled by its continual failure to abide by agreements reached," he said.

Yesterday DET presented Sadtu with a working document on several issues raised by the union since its strike began.

In the document the DET said the salary issue was being dealt with within the established forums for salary negotiations.

Rademeyer said DET was awaiting Sadtu's response on the working document.

Sadtu embarked on the strike last week in support of its demand for a 20 percent across-the-board salary increase and a stop to the retrenchment of teachers in the House of Representatives. The demand was later reduced to 15 percent.

In negotiations last week the Government agreed to a minimum basic salary of R1 437,75 a month for the lowest-paid teachers. It also agreed to salary increases of 10 to 58 percent for teachers falling in the five lowest categories.



Teachers targetted

Sowetan Correspondent

AFRICAN CHILD Sadtu accused of

Sowetan 27/8/93

not caring for black pupils in townships:

THE PWN AFRICANIST Students' Organisation yesterday threatened to target striking teachers whose children attend school in white suburbs.

Paso accused members of the South African Democratic Teachers' Union of not caring for black children.

It said the teachers went on strike knowing full well their children won't be affected as they would be "comfortable and receiving education in private and previously white schools".

"If they (the teachers) abandon the African child, then their children must

also suffer," Paso assistant general secretary Mr George Myrta said.

Myrta said Paso was in principle not against black children attending school in "white" areas. He said, however, that the organisation had serious problems when parents of those children neglected children attending school in the townships.

Paso also called on Sadtu to suspend the strike and urged teachers to resume their duties. (321)

It also accused teachers of using the strike as an excuse to prepare for their own examinations, sacrificing the future of more than two million pupils.

In East London, Paso's border region issued a stern warning to Sadtu members: "Get your children out of private schools or else..."

Paso Border region chairman Mr Mandisa Malange gave Sadtu members until today to remove their children from white schools.

Plea to end war talk

Sowetan Correspondent

Sowetan 27/8/93

AFRICAN National Congress and Inkatha Freedom Party women have joined forces in a bid for peace and have vowed to send joint delegations to their leaders to get them to stop the war talk.

This follows a successful meeting on Wednesday between the ANC Southern Natal Women's League and the IFP Women's Brigade in Durban.

The women have agreed jointly to implement a peace programme in the region. (227) (228)

This will include joint rallies, ongoing bilateral meetings, meetings with other women's groups, reconstruction programmes, including food programmes, encouraging their members

to meet each other at grassroots level and support for both the agreements between Mr Nelson Mandela and Dr Mangosuthu Buthe on June 23 and that of the ANC Youth League and the IFP Youth Brigade early this month.

The ANCWL and IFPYB plan to hold a meeting of Durban women at the Durban City Hall next month.

In a joint statement after their five-hour meeting, the two organisations said that as women, they found they had more in common than that which divided them: "We have come from a history of confrontation which we want to steer away from."

The ANC delegation was led by Dr Nkomoza Zuma and the IFP by its national president, Mrs Faith Gasa.

Israel kicks out

Concern grows *Sowetan* 27/8/93 as pay talks stall

THE absence of progress in negotiations on a 15 percent increase in teachers' salaries and the State's apparent lack of urgency were matters of grave concern, the National Professional Teachers' Organisation of South Africa said yesterday.

Naptosa president Mr Leepile Taunyane warned that the State should realise that a long drawn-out exercise, particularly if followed by little material improvement to teachers, would fan the already serious fires of discontent and frustration.

He was referring to the outcome of the negotiations by the Joint Salary Negotiating Forum last week and the subsequent uncertainty regarding the date on which the negotiations should be finalised and improvements implemented.

And talks between the South African

Democratic Teachers' Union and other teachers' organisation and the Department of Education and Training were still locked in a meeting late yesterday, to resolve the strike by 70 000 teachers.

Taunyane said the State's apparent lack of urgency could lead to further escalation of an unsatisfactory state of affairs.

"Far greater sensitivity should be displayed by the employers regarding the belief that the State is unduly delaying its responses to the reasonable and justifiable demands of the employee organisations."

In spite of the obvious defects of the present negotiating procedures, Naptosa remained committed to a negotiated settlement of the issue, said Taunyane. — *Sapa*.

Sowetan - Building the Nation

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Striking teachers await govt move

KATHRYN STRACHAN

THERE were no signs of the national teachers' strike being called off yesterday as the SA Democratic Teachers' Union (Sadtu) waited for a statement from government committing itself to further salary negotiations. ~~May 27 1993~~

While salary negotiations had been suspended, the union's talks with the Department of Education and Training (DET) over the termination of its recognition agreement were still in progress last night.

The DET has threatened to end the agreement because of Sadtu's continual strikes, lack of co-operation of union members and alleged intimidation of principals and non-striking teachers. (32) (34)

The National Professional Teachers' Organisation said yesterday the absence of progress in negotiations on a 15% general salary increase and the state's apparent lack of urgency were of grave concern.

The Pan Africanist Students Organisation (Paso) said it was shocked by the teachers' decision to continue the strike despite the wishes of students and parents.

Assistant general secretary George Mpya said Paso was planning a campaign against striking teachers whose children attended schools in white suburbs and were unaffected by the disruptions.

Paso and the Azanian Students Movement both threatened to take up the Cosas call to occupy schools and administration offices in white areas.

Teachers to get own labour statute

(321) (26) WM 27/8-21/9/93

A new labour Bill covering the education sector will be tabled in parliament, reports **Ferial Haffajee**

WHILE a teachers' strike continues to grip black schools around the country, a Bill which could solve many of the teachers' problems will be tabled in parliament next week.

The bulky Education Labour Relations Bill, if passed, will bring teachers into the ambit of labour legislation by granting them the right to strike, introducing a bargaining council where wages and working conditions can be negotiated and by providing for dispute settling mechanisms.

It is the third separate piece of labour legislation for a specific sector announced this month.

A fortnight ago, the Congress of South African Trade Unions and the South African Agricultural Union hammered out an agreement for the draft agricultural labour statute to cover farmers and farmworkers, while the Public Servants Labour Relations Act came into effect on August 2.

Cosatu prefers only one labour statute with chapters for different sectors, but has agreed to the passage of the splintered legislation to push forward negotiations in the three sectors.

The proposed education labour Bill provides teachers with most of the rights contained in the general Labour Relations Act and defines the state as an employer.

This is a key gain for labour, as the state has rallied against such a definition in the public sector.

The Bill also proposes a new structure, the Education Labour Relations

Council, which will be a permanent bargaining forum. It is much like the National Manpower Commission and will make recommendations to the minister of education on labour policy and labour legislation in the sector.

The council will also mediate in disputes, continually survey and analyse labour relations while evaluating the application of labour legislation in the sector. The Bill makes provision for disputes that cannot be resolved in the council to be referred to an industrial court and the Labour Appeal Court.

It also establishes the right to freedom of association and to collective bargaining for teachers and establishes an unfair labour practice regime in the sector. Employers are also granted the right to join employer organisations, to bargain collectively and to be protected against unfair labour practices.

The attorney for the South African Democratic Teachers' Union, Barbara Adair, says: "The strike clauses in this Bill are in contravention of any strike clause of the International Labour Organisation."

They provide for dismissal after 30 days for a legal strike while teachers can be dismissed on one day's notice for going on an illegal strike. Adair says the fact that teaching is not classified as an essential service is good.

But, she says, "the functions of the bargaining council curtails the ambit of collective bargaining".

These functions are defined too rigidly. "They should be able to negotiate on all matters of mutual interest, full stop," says Adair.

The chapter on fundamental rights of teachers and their employers is also restrictive, says Adair.

These rights are set out in the Bill, but they are also "subject to the provisions of other Acts".

Striking teachers draw up new demands

Despite pressure to go back to the classrooms, teachers vow to take their strike into a third week, reports **Philippa Garson**

STRIKING teachers look set to embark on a third week of industrial action in the morning, mounting pressure to return to classrooms.

Plotting expectations that it would suspend the two-week-old strike, the South African Democratic Teachers Union (SADTU) instead announced that it would continue its protest in front of National Education Minister Piet Marais.

The teacher body said it would not call off the strike unless the government committed itself to negotiations for across-the-board pay rises. It said the government has regulated increases for limited categories of teachers only in wage talks repeated this month.

Negotiators battle time

Chris Louw

TIME was running out for South Africa's negotiators this week as the deadline loomed for the special sitting of parliament on September 13.

The draft legislation aims to "level the playing field" in the run-up to the country's first democratic elections. Bills establishing the transitional executive council (TEC) and six sub-councils, the independent electoral commission, the independent media commission and the independent broadcasting authority will be presented to parliament on September 13.

The agenda for yesterday and Monday was changed to give negotiators time to complete the constitution. This meant that further talks on the third retreat of the constitution were shelved until next Wednesday.

SADTU has now demanded:

- A satisfactory statement of intent to be made within 10 days of the end of the negotiations on general salary increases before the end of the third term.
- The withdrawal of interdicts restraining striking teachers and an undertaking not to veto any future negotiations.

Department of National Education deputy director general Clive Boes said it was regrettable that SADTU had not terminated the strike in the light of substantial funds offered to address the teachers' problems. He said the government was committed to negotiations, but that the union must consult its regions before calling off the strike.

Meanwhile, new labour legislation which grants teachers the right to strike and provides for the right to picket is expected to be tabled in parliament next month (see page 37).

About 70 000 teachers countrywide have been on strike since August 9 pending the outcome of the salary negotiations with the government.

retirement. The state, which has not shifted from its initial offer of R180 million for teachers in the lower, most poorly paid, categories. These teachers will get pay hikes from November.

SADTU, together with three other teacher bodies, is demanding a 20 per cent pay increase, having shifted from its initial demand of 20 per cent.

Despite mounting opposition from many parents, pupils, the Pan Africanist Congress, its student wing the African Students Congress (ASCON) and the National Education and Training Forum (NETF), a deal was struck between SADTU and the government.

However, it was through the efforts of the National Education and Training Forum (NETF) that a deal was struck between SADTU and the government.

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and the House of Representatives. The latter body has agreed to encourage some 3 000 teachers not to opt for voluntary retirement at the end of the year and has undertaken to fill already vacant posts with temporary replacements. The NETF has refused to be drawn into the negotiations.

Under pressure from the liberation movement or labour pressure from this country "to stop the strike," Teachers are taken for granted as people who no longer have a right to strike. They were being blamed for poor exam results, a consequence of the many critical problems facing black education, and were being unfairly portrayed as lacking commitment and responsibility.

Meanwhile, the strike has sown division in education circles and raised the political temperature on the ground, with parents in Port Elizabeth staging a mass meeting in protest against the strike on a hot-headed violent campaign of snarling for the teachers' action, despite threats of disciplinary action by its national leadership.

Cosas national leadership was quick to nip in the bud the concerning while schools by suspending its Southern Transvaal publicity secretary Makhosana Kikana for promoting the idea.

Gayle Davis reports from Cape Town that militant Western Cape campaign of attacking capitalists and property until the government capitulates to the teachers' demands.

Dubbed Operation Teacher Come Back, the campaign employs the twin strategies of Operation Biko (see page 10) and Operation Biko (see page 10).

"If we can pressure the government by burning its properties, we can force it to accept our demands," said Cosas Western Cape chairman Mkhaleli Mkhaleli.

"Our last campaign with the exam fees was a success. While people were talking to the government, we were on the go, the campaign was very quick," said Cosas Western Cape chairman Mkhaleli Mkhaleli.

"If we can pressure the government by burning its properties, we can force it to accept our demands," said Cosas Western Cape chairman Mkhaleli Mkhaleli.

Strike is 'the birth of democracy in education'

South 27/8 - 31/8/93

By Rehana Rossouw

SOUTH African teachers' first national strike had exposed the lack of democracy in education, says South African Democratic Teachers Union (Sadtu) strike convener Mr Theo Combrinck.

(321)
"The strike is like a birth, there's a lot of blood and pain, but we know that at the end we will see the newborn," he said.

"But the baby will die if it is not looked after properly, and the challenge facing Sadtu right now is to deepen our structures and build democracy."

Combrinck said the strike was conceived by Sadtu grassroots structures — its' site (school) committees, branches and regional committees.

"Teachers on the ground provided the engine and the momentum for the strike. They sat in meetings until 2am, deliberating issues and building our structures," he said.

"It has taken a lot of sweat to reach the point we are at today."

Combrinck admitted that Sadtu's leadership was "quite apprehensive" last Monday morning about the response to the strike call.

The same apprehension was felt on Saturday when regional mem-

bers attended the national strike council meeting which was to determine whether the strike would continue this week.

"In retrospect, I am not sure why we were so apprehensive. We should have been more confident that because the decision to strike was taken at grassroots level, there would have been support for the call."

Combrinck said the union was now faced with the task of responding to their members' impatience. Most expected all their demands to be met by the government.

"Because we are a young union, many of our members do not realise that negotiations involve an opening bid, a fall-back position and a bottom line.

"A strike is not a principle, it is a tactic and negotiations are inseparable from strike action," said Combrinck.

Sadtu national president Mr Shepard Mdladlana said recently that the union was engaged in a "war" with the government, and no war was conducted without losses on either side.



THEO COMBRINCK

"Our strategic objective is to end the strike with our losses outweighed by our gains," Combrinck said.

He said the onslaught on education brought into sharp relief the lack of democracy in education.

"The government has to take responsibility for the fact that there is a divide between the community and education, that there are no structures

allowing parents a say in education."

Combrinck said he believed, though, that few unions or organisations could claim maximum consultation and support before they embarked on any action.

"If that was the case, why have we not won the housing battle by now, why are there not jobs for all, or hospitals for all?"

"We are still building our structures to operate at that level."

However, the strike had been dynamic, allowing teachers an opportunity to examine their role and realise that they were not instrumental in forging education policy.

Teachers still under the axe

South 27/8 - 31/8/93

By Barbara-Ann Boswell

WHILE teacher organisations won the battle for a living wage for lower grade teachers at negotiations with the government last week, the prospects for teacher rationalisation still looks grim.

At the talks in Cape Town last week, the government proposed the provision of R850 million to address the plight of teachers in lower categories in response to demands made by teacher organisations.

The increases will range from between 10 and 58 percent, which means teachers who previously took home R700 a month will earn R1 437.75 a month from November 1993. (321) (324)

However, the four teacher organisations at the talks are still deadlocked on the demand for a 15 percent across-the-board increase.

Talks continued between the South African Democratic Teachers' Union (Sadu), the Teachers' Federal Council (TFC), the Union of Teachers Associations of South Africa (Utas), the National Professional Teachers Organisation of South African (Naptosa) and the minister of national education, Mr Piet Marais, in Pretoria on Tuesday.

Sadu is demanding that salary offers for teachers in the lower category be separated from general salary increase proposals, that all supreme court interdicts against the union be withdrawn and that the principle of no work, no pay should not be applied.

The CITA is also demanding a 15 percent increase from December 1, 1993.

Sadu national office bearers are meeting again on Wednesday to



REPORTBACK: Sadu national secretary Mr. Randall van den Heever uses a police loudhailer to report on the negotiations to striking teachers outside the talks venue

Photo: Yunus Mohamed

decide whether the strike should be continued.

Proposals put forward by the House of Representatives (HoR) on rationalisation do not augur well for teachers and substitute teachers.

According to proposals submitted at last Friday's rationalisation negotiations, staffs at primary schools country-wide will be reduced by 1 731 teachers next year.

This means cuts of 211 teachers in Athlone, 164 in Bellville, 124 in Mitchells Plain, 234 in Uptington and 174 in Wynberg.

Secondary schools face the same

fate, with a proposed cut of 917 teachers. This includes 122 from Athlone, 170 from Bellville, 84 from Mitchells Plain, 77 from Paarl, 44 from Worcester and 163 from Wynberg.

The HoR also proposed discontinuing the services of 204 substitute teachers. This figure does not include 8 000 temporary teachers who will lose their jobs by the end of the year.

The negotiations on rationalisation stalled last week and teacher organisations are pessimistic about progress in the near future.

W

HEN bureaucrats are forced to restructure or, in Minister Piet Marais's more recent metaphor, "rearrange" themselves, they usually explain it in terms of "rationalisation".

It is an appealing term because it has an impartial ring. It also implies savings through reduction in size, which is attractive to those concerned about the public purse.

Unfortunately, rationalisation in education bureaucracies rarely results in a reduction of size.

● In the 1970s the attempt to rationalise the four white departments resulted in the establishment of a fifth, which became the Department of Education and Culture, House of Assembly.

● A consequence of the rationalisation which followed the De Lange investigation of the eighties was a 19th department, the Department of National Education.

● In the nineties Minister Marais's most recently acquired portfolio, Education Co-ordination Services, added a 20th structure to a gargantuan bureaucracy.

While there has been general, if reluctant, acceptance by most key political players that reconstructed education will be managed, at least in the transition, largely by the people who run the current system, there is an implicit assumption that the new bureaucracy will be smaller.

There is a popular perception that the massive apartheid bureaucracy will be streamlined and vast savings will be effected.

While clearly there may be savings in dispensing with the services of 15 or so ministers of education and their entourages, there is no

Irrational rationalisation is the bureaucratic way

(321)

We should worry less about the size of the education bureaucracy and more about its efficiency and accountability, argues **PETER BUCKLAND** writing in *Die Suid Afrikaan* magazine:

reason to believe a "rationalised" system will be smaller. In fact, indications are that it may grow.

In 1990 the House of Assembly system, which catered exclusively for whites, had one non-teaching post for every 28 pupils, while the self-governing territories had one for every 727 pupils. The Department of Education and Training (DET), hardly a model of efficient administration, had one post for every 163 pupils.

The House of Delegates (HOD) examination results success story suggests a system can be administered by many fewer officials than are in the white system. But it is becoming clear that a serious problem in black departments is undermanagement.

In 1990 in kaNgwane, for instance, the ordering, processing and delivery of an average six textbooks a pupil for 240 000 pupils in over 250 schools was in the hands of a planning section consisting of four clerks and a senior administrator without a computer or

'25% savings on non-teaching posts would be wiped out by a 2% rise in teachers' salaries'

the expertise to use one.

If the HOD ratio of one non-teaching post for every 163 pupils would require a bureaucracy 12 percent larger than at present.

However, the size of the education bureaucracy is the wrong problem to look at. The government's own Education Renewal Strategy (ERS), argues that the problem with administration of education is not its size, but its efficiency. It recom-

mends restructuring administration on regional lines, with considerable devolution to schools.

The average expenditure for each pupil on non-teaching posts in 1990 was R97, ranging from R13 in bhejane to R443 in the white system. Even if, through some miracle, this expenditure could be cut by 25 percent, this saving would be wiped out by a two percent increase in teacher salaries.

But efficiency is only one issue. Another serious problem, identified by the National Education Co-ordinating Committee (NECC), reports on the National Education Policy Investigation (NEPI), is equity.

As the figures above indicate, a more equitable (and rational) distribution of administrative capacity will help to ensure hopelessly under-resourced systems in the bantustans are able to achieve some level of efficiency.

While equity and efficiency are important, a more fundamental problem is accountability.

Whatever the size of a future system, and however configured, mechanisms must be found to ensure that the new management system is accountable both to the political authorities and to the public they serve. Recent history has demonstrated that, left to their own devices, bureaucrats will "rationalise" a system to protect their own interests.

The Urban Foundation's Edupol report recommended three strategies to ensure accountability.

● The first is a framework of politically accountable elected officials at national, regional, local and even school level.

The notion is that clients of the system should have recourse to a politically accountable person whom they can vote out of office.

● The second recommended accountability mechanism is a framework of consultative councils at each level to provide for civil society's participation in developing education policy.

● The third mechanism proposed to ensure efficiency and accountability is a National Education Monitoring Commission which would be a separate but slim bureaucracy accountable directly to the elected national legislative assembly. This commission would have the technical expertise and power to penetrate the bureaucracies and ensure meaningful progress is being made toward achieving national policy targets in terms of efficiency, equity and effectiveness.

We must recognise that "rationalisation" is not a simple task driven by an abstract notion of "efficiency". All rationalisation is driven by a rationale for development based on a concern for equity, responsiveness and accountability.

A change of regime does not mean the ship of state will change direction. Unless we can reach consensus through negotiation on the values which should set the new course, attempts at "rationalisation" could turn out to be little more than "rearranging" the deck chairs on a ship destined for disaster.

Peter Buckland is a senior policy analyst at the Urban Foundation.

Back to School

CJ 28/8/93 (271)

321



Union calls off teachers' strike

JOHANNESBURG: — Teachers will return to work on Monday following a "massive victory", the South African Democratic Teachers' Union (Sadtu) said yesterday.

But the union warned of further industrial action if wage negotiations scheduled for September faltered or if teachers who took part in the strike were penalised.

Sadtu president Mr Shepherd Mdladlana said the strike council "is of the opinion that the gains constitute a massive victory for Sadtu, and for teacher trade unionism in general."

Unresolved

Foremost was the government agreeing to a minimum monthly salary of R1 437.75 and continuing salary negotiations on September 17.

The government had also agreed to the establishment of the National Education and Training Forum to attend to restructuring in education.

Substitute teachers were also to be appointed and the government had given the assurance that the recognition agreement with the union was not under threat.

Mr Mdladlana said there were still unresolved issues, such as union recognition in the white House of Assem-

by, as well as in the Ciskei and Bophuthatswana.

Teachers have been demanding a 15% wage increase and an end to teacher retrenchments in the House of Representatives.

National treasurer Mr. Harold Samuel said now that the strike was over, Sadrin members would commit themselves to catching up.

Rejected

House of Delegates' matriculants are to start their final exams on October 21 while pupils in the lower standards start on November 15.

33 National Professional Teachers Association of South Africa (Naposa) executive director Mr Andrew Pyper rejected Sadu's claim that it was responsible for winning the minimum wage.

He said this had been negotiated at a forum consisting of Sadu and Nap-tosa, the Teachers' Federal Council and United Teachers' Association of South Africa before the strike began.

But Minister of Education and Culture welcomed the suspension of the strike, but said Sadtu owed an explanation for disrupting education at a crucial time.

ture in the House of Representatives Mr Pieter Saaiman expressed regret at the "belated" decision to suspend the strike. — Staff Reporter, Own Correspondent, Sapa



REGATTA VICTORS... Zeekoevlei's winning 1993 Joko Lipton Challenge Regatta team yesterday. They are (back, from left) Gary Farrow, Rick Mayhew, Chris Hatmaway and, with his head buried in the R500 000 Sir Thomas Lipton Cup, skipper Chris King. **Picture:** PETER STANFORD

Picture: PETER STANFORD

Staff Reporters

THREE months after police began investigating statements by Congress of South African Students' (Cosas) leaders who had launched violent campaigns, police said yesterday they were still investigating the matter.

Cosas' Barcelona strategy involves burning government

However, Barcelona was suspended yesterday in the wake of the murder of American student Miss Amy Biehl by alleged Pan-Africanist Students' Organisation (Paso) members. ~~(Paso)~~ (32) Asked yesterday why police had not taken action, Regional Commissioner of Police Major-General Nic Acker

said. "The SAP started an investigation about three months ago" and that they were not holding back their investigation.

Attorney-general Mr Frank Kahn said the Cosas docket had not been forwarded to his office for a prosecution decision. **AT 28/1/93**

Cosas yesterday reaffirmed

its decision to suspend Barcelona and emphasised there was no possibility of it being relaunching after a careful study of the "unproductive" results.

The killing of Miss Biehl contributed to the decision.

● Killings stem from slogans — Page 4

Assaults by parents, threats by pupils cited

National teachers' strike called off

Star 28/9/93

(321)

JOE LOUW

THE contentious, costly two-week teachers' strike staged by the South African Democratic Teachers' Union is over.

But while SADTU yesterday ordered its 80 000 teachers to return to the nation's classrooms on Monday morning, there could still be trouble in schools next week. Reports indicate that many SADTU members feel they have gained nothing from the strike and that the union has been outmanoeuvred.

At a press conference yesterday afternoon, SADTU president Shepherd Mdlalana suspended the strike, claiming a "massive" victory for the organisation.

Announcement welcomed

Last night Department of Education and Training acting director Dr Dirk Meiring welcomed the suspension of the strike, which he said had contravened both the Act under which teachers were appointed and a Supreme Court order.

"The department is anxious to see that education



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Announcement welcomed

Last night Department of Education and Training acting director Dr Dirk Meiring welcomed the suspension of the strike, which he said had contravened both the Act under which teachers were appointed and a Supreme Court order.

"The department is anxious to see that education is fully restored in all schools and will watch the situation closely next week," he said.

Mdladlana refused to concede that the threat issued this week by the DET — that SADTU was leading teachers towards "automatic dismissal" if they continued to be absent after 14 days — was in any way responsible for the union calling off the strike.

"Automatic dismissal did not influence our decision at all," he said, adding that it was "just another trick by the State to foment more trouble next Monday. Should some of our comrades attending to certain matters be absent, this will make them subject to dismissal."

He repeated SADTU's warning that "any unwarranted victimisation of its members who had participated in strike action would be viewed as 'highly provocative'". This would include deductions from salaries and legal action in the form of interdicts against the union.

At the beginning of the strike, SADTU demanded an across-the-board salary increase of 30 percent — which had been whittled down to 15 percent by last week.

Another major demand concerned the retrenchment of teachers and a halt to the cutbacks in education spending.

Tough

Mdladlana conceded that the negotiations had been "very, very tough". He added that reports from the SADTU regions that parents were beginning to assault striking teachers, as well as threats of violence against teachers by the Pan Africanist Students' Organisation, were important considerations in the suspension of the strike.

He insisted, however, that his union had won important victories. The State had initially pre-

● TO PAGE 2.

2

Saturday Star August 28 1993

Star Strike

28/8/93

● FROM PAGE 1.

sented its offer of a 5 percent increase as non-negotiable, but had now agreed to reopen negotiations and to a time-frame for the tabling of a further wage offer.

"Another major concession," said Mdladlana, "was the acceptance of a minimum salary for teachers pegged at R1 437 a month — as well as a salary increase of 58 percent in the lowest salary category."

Concerning the retrenchment of teachers, SADTU also claimed as a victory the Government's willingness to "appoint" substitute teachers where regular teachers were not available.

"Many parents have been blaming us throughout the strike," said Mdladlana, "saying we are ruining their children's future. This concession will afford parents the opportunity to get involved at the local level, for it is they who should now handle the question of the appointment of substitute teachers and the monitoring of how they are processed."

Saturday Star could not confirm from the DET whether the principle of "no work, no pay" will be applied when teachers receive their pay.

Angry pupils at a Cape Town high school

locked out striking teachers yesterday, saying they could enter only if they undertook to resume classes.

Bernadino Heights Secondary principal Wellesley Adonis said pupils refused to let more than 20 striking SADTU members into the school.

"My pupils are fed up. They're tired of their teachers striking. Exams are coming and they're not getting anywhere with their studies," he said.

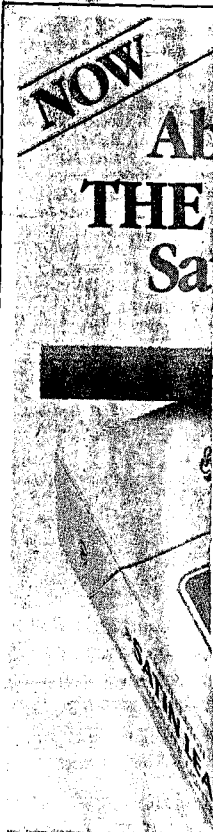
There are also clear indications that the strike, which affected millions of mostly black students, infuriated many parents. (321)

Parental anger surfaced last weekend at a dramatic meeting of parents and teachers of the Catholic Schools Crisis Committee at Regina Mundi Church in Soweto. Teachers were told to "go to hell" with their strike.

After a tense confrontation with irate parents, who accused them of being "lazy" and "thugs", SADTU delegates had to leave the church.

Soweto parents have grown increasingly bitter about the strike.

"I don't see how our children can do well in the exams," said John Mohlala of Pimville. "The regime is just as much to blame. While white children are busy knuckling down, our children are running around the township getting into mischief."



AFTER two weeks of major disruptions to schooling, the teachers' strike has ended — with the South African Democratic Teachers' Union (Sadu) claiming "a massive victory".

The union yesterday committed its members to efforts to make up lost time — especially for matrics who, in the case of black schools, begin final exams as soon as October 19.

Sadu's 75 000 members went on strike on August 16 demanding a living wage, a general salary increase and a halt to cutbacks in education spending — especially with regard to retrenchments.

Union president Shepherd Mdlediana said yesterday that the union's strike council believed progress on these demands constituted "a massive victory for Sadu, whose strike action has delivered these gains, and for teacher trade unionism in general".

However, his victory claims were dismissed by the 116 000-member National Professional Teachers' Organisation of South Africa (Naposa).

It was "totally incorrect" for Sadu to pretend it was solely responsible for the gains, Naposa president Leepile Tauyane said.

Representatives of all four major teacher organisations took part in the Combined Education Council talks with the government.

Much of the "real work" was done in a technical committee in talks with the Department of National Education.

The Sadu representative arrived an hour late for that meeting — only to be informed about the deal, Mr Tauyane said.

Teachers claim big victory as strike called off

Meanwhile, Mr Mdlediana warned of further industrial action if wage negotiations next month failed to deliver "concrete benefits in a short time".

He warned, too, that victimisation of Sadu members, such as the deduction of salaries in terms of the "no work, no pay principle", and legal action, could cause "a further crisis in education".

The government would be responsible should this happen, he said.

A key victory Sadu claimed was the government's agreement to a living wage for teachers, including a salary increase of 58 percent for the lowest category, and a minimum monthly salary of R1 497/75.

This had "eradicated one of the major legacies of apartheid education", Mr Mdlediana said.

He noted that the government had committed itself to resuming negotiations on a 15 percent wage increase of workers.

Also, substitute teachers were being appointed in classes which had been left unattended because of the nationwide Programme in the House of Representatives.

The government had also indicated that its recognition agreements with the union were not threatened.

"Sadu salutes its members for the unflinching commitment they have made to the success of the strike," Mr Mdlediana said.

The union also praised the "massive support" of other teachers, pupils, parents and communities, as well as the "consistent support" of Cosatu and the ANC.

Sadu members were committed to programmes which would recover lost learning time, he said.

Sadu said yesterday it intended signing the salary package on September 6. However, all teacher organisations would pursue the demand for a 15 percent increase in the salary account.

The Department of Education and Training said it welcomed the end of the strike, but said it would watch the situation in its schools "closely next week".

House of Representatives education minister Pieter Saalman expressed his "deep sense of regret for the belated decision".

The strike had caused "absolute chaos in certain schools with cases of intimidation and physical violence between parents and teachers."

He thanked "the majority of teachers" who had continued

with their duties during the strike, "despite extreme intimidation".

Mr Mdlediana said the union was concerned about "highly inflammatory" statements by leaders of the Pan Africanist Students Organisation (Paso) during the strike.

He warned that teachers would be forced to defend themselves against any attacks by Paso members.

He called on Paso leaders to discipline their members and to stop them making provocative comments.

Sadu's Guguletu branch yesterday condemned the killing of American student Amy Biehl as "a callous act of barbarism".

The teachers said they regretted the connection made in the press between the Sadu strike and violence.

Sadu rejected "all violence in the strongest terms".

Announcing the suspension of "Operation Barcelona" yesterday, the Congress of South African Students, Western Cape region, expressed its "sincere and deepest condolences to the grieving family and entire American community".

The Cosas leadership condemned all criminal activities which took place under the banner of its campaign.

Regional organiser J J Tyhahisa said Cosas could not be held responsible for Miss Biehl's death.

Her killing was a "racist and criminal act".

Barcelona and Bujuba had not meant to threaten human life, but had been intended to put pressure on the government to respond to "educational demands". Cosas Western Cape chairman Maseki Mbonde said.

DP hits at teachers (321)

Weekend Argus Reporter

THE Democratic Party has welcomed the end to the teacher's strike but condemned it as an unnecessary event which would never have occurred in a sane society.

"Striking is a last resort and teachers should hardly, if ever, use this tactic," the DP said in a statement last night.

"The present crisis could have been resolved by both parties accepting early on that the 36 pay levels for teachers

ARG 28/8/93
need to be reduced to fewer than 10. Only then will teachers receive fair salaries."

The statement added that the Parliamentary Education Standing Committee would meet next week to discuss the Educators Labour Relations Bill.

"This will create structures for negotiation on salaries and conditions of service.

"Teachers will gain the right to strike and employers to lock out," the statement explained.

Pressure put end to teachers' strike

SI Times 29/8/93
(321)

By EZRA MANTINI

PRESSURE from all fronts, including parent and student organisations, was behind the decision by the South African Democratic Teachers' Union to return to school tomorrow.

A Sadtu spokesman said: "We have suspended the strike because we have made a lot of gains in terms of our demands and for teacher trade unionism. We were also concerned about the education of the children."

Endorsing the move, the Congress of South African Students urged all pupils to return to school tomorrow "to catch up on lost time".

Cosas national organiser David Serekwane said: "We are grateful for the decision to suspend the strike. We are still investigating the possibility of deferring the matric examinations, which start in October."

"We hope students and teachers can work out a programme to cover the lost time."

In another development, the Pan African Students' Organisation this week threatened to take action against black children at private schools whose parents were Sadtu officials.

Tuition

Paso spokesman George Mpya said: "We are ready to target striking teachers' children attending schools in white suburbs."

"We feel that if the striking teacher abandons the black child, their own children in white schools, who are not affected by the strike, should also suffer. We are not against the teachers' strike nor multiracial schools, but we are trying to force the teachers back to the classroom."

"Our second strategy, which will still apply if the teachers return to the strike and wage negotiations break down next month, would be to bar all those teachers who are privately receiving Vista tuition or doing part-time Unisa studies."

Last Sunday, teachers were nearly assaulted and had to leave Regina Mundi Cathedral in Soweto when parents expressed their anger at the striking teachers. They accused teachers of being grossly irresponsible and neglecting children.

A Soweto parent, Mr Jacob Makhobo said: "While we celebrate the suspension of the strike, we feel

we need to redirect the teachers' labour anger."

"As a teacher, you are expected to be different from a jam factory worker, who can decide to drop tools at any time."

A statement from Dr Dirk Meiring, acting director-general of education and training said: "The department welcomes this move because the strike contravened both the Act under which teachers have been appointed as well as a Supreme Court order. We welcome the opportunity that the children can now continue to receive education."

"We are anxious to see that education is fully restored in all schools and will watch the situation closely next week."



BULLYBOYS... Western Cape pupils took the week off to attack vehicles and cause general township strife in support of the Sadiu teachers' strike which ended on "Wednesday" but the ANC told them to go back to school. **By FAME JASON**

Pupils wreak havoc

By TAMMY HENRICO

AN estimated R465,000 damage to property was reported this week when pupils in the western Cape townships took to the streets, burning and rioting cars in support of the teachers' strike.

The strike was called off by Sadiu (Sadiu's) called on students to engage in their controversial campaign called "Operation Barcelona" in support of the teachers. The campaign called for the burning and rioting of cars for the burning and rioting of cars.

Several government vehicles were torched in Guguletu and Nyanga - some carrying school material - and others were stoned on the nearby freeway.

In the township of Mbombela, ANC regional chairman Mbeleki said engaging in Operation Barcelona was a mistake.

"We wish to make it clear to the government that we are tired of sitting without teachers in our classes," said Mbombela.

Sadiu president Shepherd Madiadane said he had told the government demands would lead to a crisis. ANC regional chairman Alan Boesak urged the pupils to go back to school and try to make up for lost time. The chief of ANC regional chairman Madiadane said the major problem in black education was low morale.



Pay increases a victory, says Sadtu

It's back to school for teachers, pupils today

Star 30/8/93

■ BY JUSTICE MALALA

Strike-hit schools across the country are expected to resume normal lessons today following the South African Democratic Teachers' Union suspension on Friday of its two-week-old salary strike.

Sadtu vice-president Duncan Hindle said yesterday the union expected a 100 percent student and teacher turnout at schools across the country except in a few areas

in Natal where Sadtu members had been "intimidated".

Sadtu brought the schooling of more than 2 million pupils to a halt when members downed chalk to back salary demands and a halt to the retrenchment of teachers. Learning resumes today with only about 30 school days left before final examinations begin. (321)

After negotiations between the Government and 15 public servants

and educators' organisations, the Government agreed to a minimum basic salary of R1 437 a month for the lowest-paid teachers as well as to salary increases between 10 and 58 percent for teachers falling in the five lowest categories. (204)

The union said this offer "eradicated one of the major legacies of apartheid education" and that it had scored "a massive victory".

It added that although

its demand for a 15 percent salary increase for all teachers had not been met, negotiations would resume on September 17 and it would pursue the issue.

Sadtu's northern Transvaal region said on Saturday that the strike in Lebowa and Gazankulu was continuing. The decision to suspend it depended on the outcome of meetings to be held with the education departments of both homelands.

Tough times lie ahead for pupils

Sowetan 30/8/92

DESPITE the suspension of the teachers' strike, the education crisis still hangs like the sword of Damocles over about 2 million pupils who will sit for examinations this year. (S2)

With only about a month left in schooldays before matriculants write their examinations, the crisis will be further deepened when teachers decide to lift the suspension should September talks fail to yield to their demands.

Whatever impelled the South African Democratic Teachers Union to suspend the strike and jettison its imperviousness to criticism is still not clear.

It is clear, though, that the teachers' union gave in to "populist" demands, staying for a while the resilient "workerist" approach it adhered to during the strike action.

No wonder, then, that those opposed to the strike and its timing welcomed the its suspension in muted tones.

Asked what had changed since Wednesday when the union announced

its continuation of the strike, Sadtu's president, Mr Shepherd Mdladlana, said the Government had given the assurance it would continue wage negotiations and that the recognition agreement with the union was not under threat, reports Sapa. (321)

Welcoming the suspension, the Department of Education and Training on Friday said Sadtu owed an explanation for disrupting education at a crucial time. This followed Mdladlana's announcement that the strike council had decided to end the ~~chalks-down~~ after assessing its gains. (354)

These included Government's agreeing to a minimum monthly salary of R1437,75 and continuing general salary negotiations on September 17, as well as establishment of the National Education and Training Forum to attend to restructuring in education and the appointment of substitute teachers in classes unattended because of rationalisation.

Pupils: 'Teachers must now help us'

CT 30/8/93 (321)

Own Correspondent

JOHANNESBURG. — Pupil leaders at black schools have called on teachers to forgo their holidays and weekends to help pupils catch up on study time lost during the teachers' strike.

Congress of SA Students president Mr Moses Maseka said yesterday matriculants were far from completing the prescribed syllabus, and teachers and students had to embark on a "catch-up" programme.

"The time has come for teachers to show their responsibility to the community," he said.

However, yesterday it was still not certain that all the striking teachers would be returning to work today.

Soweto teachers were locked in debate on whether to heed the call by the SA Democratic Teachers' Union (Sadtu) for a return to work.

On Friday Sadtu called on its 80 000 members to end the contentious two-week-old strike, but Sadtu general-secretary Mr Randall van den Heever confirmed yesterday that many union members throughout the country were not happy with the decision or the results of negotiations.

Sadtu hoped meetings between teachers and students today, as well

as "damage assessments", would convince teachers of the necessity to call off the strike.

Sadtu leader Mr Shepherd Mladlana has encouraged teachers to commit themselves to programmes to make up for lost classroom time.

Cosas wants teaching to continue through the scheduled October vacation in preparation for examinations at the end of October.

It has also called on the government to postpone the exams and to provide students with study guides.

Sadtu has asked the authorities to extend the due dates for certain practical and oral marks that were to have been handed in during the past two weeks.

Sadtu's Soweto spokesman Mr Matakanye Matakanye said yesterday Soweto pupils had not yet made any representations to the union to find ways of catching up on school work, but a meeting would be arranged.

He felt confident it was not too late for pupils to get ready for examinations.

Mr Van den Heever said Sadtu would meet government on September 6 for further talks about the contentious issue of a general salary increase.

Soweto pupils flock to school

Star 31/8/93

■ STAFF REPORTERS
and OWN CORRESPONDENT

Pupils in Soweto flocked to school today after a day of uncertainty yesterday when many teachers ignored the South African Democratic Teachers' Union's (Sadtu) call to end the two-week-old strike.

At the time of going to press this morning, it was not clear whether teachers had resumed lessons. (32)

Yesterday, about 200 toyi-toyi teachers staged a picket along the Soweto highway in the morning "to highlight their demands and actively involve parents in teachers' conflict with the Government".

The situation in black schools around the country yesterday was described as "far from satisfactory" by the Department of Education and Training (DET). This is despite Sadtu's expectation yesterday of a 100 percent student and teacher turnout.

The union's interim strike council announced last Friday that negotiations with the Government had yielded major "victories", and teachers should go back to their classes.

The DET said that in many areas neither teachers nor pupils had reported to schools, with teachers instead attending Sadtu meetings.

This was confirmed by the union's assistant general secretary Thulas Nxesi.

Detiant teachers



MAKES TIME — Members of the Internal Security Unit unleash their dogs on teachers who claimed time by boycotting classes leading to the city during the peak period in Soweto yesterday.

PIC: MBUZENI ZULU

ignore Sowetan 3/18/93 Sadtu

By Isaac Molele, Abbey
Makoe and Sapa

THE SOWETO REGION of the South African Democratic Teachers' Union is today ready to offer the leadership to return to school and teach.

Instead, about 200 Sadtu members mounted a peak-hour blockade of traffic heading for the city centre. The teachers' union, in a display, was to "actively involve" parents in teachers' conflict with the Department of Education and Training. The teachers searched for cars and buses to block.

Teachers of those involved like teachers — were forced out of vehicles and made to join in the top-100. (S21)

Police later dispersed the teachers, who then returned to the nearby Orlando Stadium. The Department of Education and Training said Sadtu members were attending a rally in Alexandra this afternoon and South African Rand coverings of Vodacom, Duduza, KwaThema, Tshepo, Daveyton, Westville, Middleburg, Netprail, White River and Heidelberg.

Teachers did not go on strike because of time lost during recent unrest, continued as usual. Schools in Allertown, on the West Rand and on the Northern Transvaal plateau

were operating normally, the DET said. But in Johannesburg and Germiston a strike by teachers in those homelands continued yesterday. The teachers are demanding recognition of Sadtu and a refund of pay deductions relating to the 1991-1992 school year.

Archie Booyes said yesterday "picketing and demonstration was planned prior to the suspension by the union's national office. He said the aim of picketing was to draw the attention of the public to the teachers' demands salary demands had not been resolved. He said parents should begin putting pressure on the authorities to accede to Sadtu's demands because there is a possibility that they will be accepted by the DET when they return to school today.

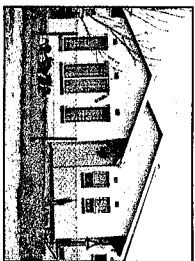
Most Soweto pupils interviewed yesterday said they left their school premises as early as 9am because there were no teachers. Some pupils interviewed by Sowetan said teachers advised them to go home as there was no schooling.

● In Durban peak-hour traffic was also disrupted when more than 200 Sadtu members picketed the city centre and education problems outside the DET's offices.

However, Sadtu spokesman Mr. Nkhosi Mthembu said the protest was not in conflict with the recent decision by the national leadership to return to work. Mthembu said the local DET manager had "annoyed" teachers by delaying certain salary payments and because he was "unwilling and unable to take teachers seriously".

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Teachers^{CT31/8/93} back, but a slow start⁽³²¹⁾

Staff Reporter

THOUSANDS of teachers returned to work in the city yesterday but interrupted lessons to attend South African Democratic Teachers' Union (Sadtu) report-back meetings and to plan catch-up programmes.

At least 90% of members returned to Western Cape schools, said Sadtu president Mr Shepherd Mdladlana.

The Congress of SA Students (Cosas) reported normal pupil attendance in city townships.

In Johannesburg teaching got off to a slow start when Sadtu members attended a rally in Soweto and report-back meetings. Twenty-three branch meetings were held in city schools.

Mr Mdladlana said the teachers at-

tended meetings during school hours yesterday as they needed "clarification and confirmation" of national decisions.

Sadtu announced the suspension of its two-week strike on Friday, after the government agreed to a minimum monthly salary of over R1 400 and to re-open salary negotiations on September 17.

Principals in Athlone, Diep River, Elsie's River and Mitchells Plain reported 100% teacher attendance yesterday.

Mr Mdladlana said the union was committed to finding ways to make up for lost time and this was an issue branches had discussed yesterday.

Teachers will be conducting after-hours classes on weekends and in school holidays to make up for time lost through the strike.

School attendance varies

SCHOOLING across the country was sporadic yesterday, despite the SA Democratic Teachers' Union's (Sadtu) announcement on Friday that its strike was over. **Bla**

On the first day striking teachers were supposed to report back to work, the Department of Education and Training (DET) reported that attendance figures nationwide were "far from satisfactory", with many teachers staying away to attend union rallies. **(321)**

Sadtu assistant general secretary Thulas Nxesi said the union was in the process of informing its branches of the decision to suspend the strike. He did not expect branch members to oppose the decision, which was taken at a regional level. As the report-back process was a lengthy procedure he did not believe it would be completed by tomorrow. **31/8/93**

In Soweto, a DET area manager reported that schools in Meadowlands with a strong Sadtu following were at a standstill, while others were functioning normally. There was no teaching at Diepkloof's secondary schools. Classes were being held at only four of its 40 primary schools.

Our Port Elizabeth correspondent re-

KATHRYN STRACHAN

ports teachers and pupils returned to most schools yesterday. DET spokesman Noel Scheepers said normal attendance was expected today.

In Durban all House of Delegates and House of Representatives schools returned to normal yesterday. There were disruptions and placard demonstrations at some DET schools. Sadtu spokesman Nathi Mthembu said the protest was not in conflict with the suspension of the strike, but highlighted local education problems.

Cosatu yesterday called on government to urgently address Sadtu's remaining grievances.

The organisation said that setting a minimum wage of R1 400 a month was an important victory, but the costly strike could have been avoided if government had implemented agreements.

Because government was incapable of dealing with the problems of the public sector as a whole, Cosatu would initiate talks with the transitional executive council to address public sector workers' most urgent concerns.

Many teachers still absent as strike ends

Education Reporter

(321) APR 31/8/93

THERE have been mixed reports of teacher turn-out on the first day after the end of a two-week South African Democratic Teachers' Union (Sadtu) strike.

Coloured schools had a "very normal" day yesterday, said a spokeswoman for the Department of Education and Culture, House of Representatives.

All teachers returned to work, she said.

The only reported disruption was in Mitchell's Plain where pupils took part in an illegal march.

But, the situation in black schools yesterday was "far from satisfactory", said a Department of Education and Training spokesman.

"In many areas, teachers did not report or return to schools. Many of them attended Sadtu report-back meetings," he said.

The absence of teachers had a bad effect on pupil attendance, he added.



SPRING BLOSSOMS: Today is the first day of September, the official beginning of spring in the southern hemisphere, and Maralize Swarts of Paarl took time off to celebrate among new blossoms sprouting in Vredenberg Farm in Paarl.

Picture: DOUG PITHEY, The Argus.

Teachers plan 'Operation Catch-up'

JOHN VILJOEN
Education Reporter

THE Western Cape region of the South African Democratic Teachers' Union has announced plans for an intensive 'Operation Catch-up' to recover time lost during the teachers' strike.

At the same time the union warned that it would respond to moves by education departments to deduct pay from teachers who took part in the two-week strike.

The union yesterday announced that the Sadtu Athlone Central branch had arranged a "spring school" for matrics

to be held at Hewat College between September 24 and 28.

Spring schools have also been arranged by Sadtu branches in Bellville, Ravensmead, Mitchell's Plain and Nyanga.

In addition, most schools in Nyanga are not closing for the September vacation, according to Sadtu.

Sadtu branches in Mitchell's Plain, Bellville, Athlone, Langeberg, Atlantis and Ravensmead are co-ordinating afternoon and Saturday classes.

Regional strike co-ordinator Theo Combrinck said Sadtu members had been told to ignore letters from educa-

tion departments informing them of pay deductions.

Sadtu could not take responsibility if the State disrupted Operation Catch-Up, Mr Combrinck said at a Press conference yesterday.

ANC Western Cape education spokesman Ben Wright said his organisation supported the catch-up effort. He appealed to the government "not to aggravate the situation further".

Meanwhile, Sapa reports that attendances at Cape Department of Education and Training schools returned to normal yesterday with about 90 percent of pupils in classes.

ARG 119193
(31) 313

General denies 'death note' link

PAT CANDIDO
The Argus Bureau

PORT ELIZABETH — The head of military intelligence, General Goff van der Westhuizen, today emphatically denied that he had ever seen or authorised a signal calling for the death of Matthew Goniwe and two colleagues.

General Van der Westhuizen was giving evidence at the Shabazz Court inquest into the deaths of Mr Goniwe, Fort Calata, Silele Mhlawuli and Sparrow Mkhonto whose bodies were found in bushes in 1985.

At a resumption of the inquest today Anton Mostert, for the SADF, said two aspects of an affidavit made by General Van der Westhuizen should be classified and privileged, and that he would not answer questions on these aspects.

He said the general would not answer questions regarding Operation Kaizer or questions relating to claims that "other people" be killed.

Mr Mostert said the general was claiming this protection under the statute which protected a witness from incriminating himself.

George Bizos, appearing for the families, objected to the whole affidavit not being acknowledged and admitted as evidence.

"In his affidavit he General Van der Westhuizen plausibly says that 'I have never ordered the killing of anyone'."

Mr Bizos said cross-examination should be allowed as the general had "made his bed and should sleep in it".

There was heated objection from Mr Mostert who told Mr Justice Zietsman that he had not explained his rights to the witness.

The judge eventually ruled that the inquest could continue and that he would deal with as

FILED 11/9/93

Car bomb deaths: Fresh investigation ordered

The Argus Bureau

PORT ELIZABETH — Investigations into the Goniwe murders have been taken a step further with the re-opening of an investigation into a car bomb explosion in which three security policemen and an informer died.

During the inquest into the deaths of Matthew Goniwe, Fort Calata, Silele Mhlawuli and Sparrow Mkhonto it was suggested that the four people who died in the blast might have known something about the Goniwe murders.

pects raised by Mr Mostert as they occurred.

General Van der Westhuizen said that, from 1982 to 1986, he was in charge of EP Command and chairman of the East Cape Joint Management Committee.

During 1984/85 the Eastern Cape was a flashpoint for anarchy. He had 30 000 members under his control and his area stretched from Ciskei/Transkei and the Eastern Cape to the North Eastern Cape.

He said when the signal in New Nation signed by Colonel

Mike Hodgson, Attorney-General for the Eastern Cape, said he had asked for a new investigation into the deaths of policemen Amos Faku, Desmond Mapipe, Mbebelala Ngoduka and informer Charles Jack.

Mr Hodgson said he had decided to ask for a fresh investigation immediately after evidence in the Goniwe inquest had been given by security policeman Major Gideon Nieuwoudt and other witnesses who blamed the car-bomb killings on the ANC.

Lourens du Plessis came to his attention he recognised the name of Mr Goniwe, a teacher at Cradock who was planning alternative structures for the area. This was known as the "Caplan" for Goniwe.

He said it was decided that Mr Goniwe should be transferred. He said he did not remember Mr Calata or Mr Goniwe's brother Mbolele.

He said he did not remember the signal sent by Colonel Du Plessis calling for their permanent removal from society.

He was definitely not the author of the signal. During that period people were recommended for lengthy detention.

The security police were responsible for these detentions. He said at a meeting of the East Cape Joint Management Committee it was recommended that Mr Goniwe either be transferred or never be allowed to teach again.

"I deny I ever suggested... that Goniwe, Mbolele or anybody else be killed nor did the East Cape Joint Management Committee."

He said he could not remember any telephone conversation with Brigadier Johannes van Rensburg regarding the signal and he was certainly not the author of the signal.

(Proceeding)

Squatter clampdown at Atteridgeville

Schools slowly fill up countrywide

Sowetan 1/9/93

■ **SOWETO CIRCUIT** Sadtu region

THE DEPARTMENT OF EDUCATION and Training yesterday announced a marked improvement in teacher and pupil attendance throughout the

country.

DET communications officer Mr Jeff Makwakwa said all other areas affected by the teachers' strike had returned to normal with the exception of Soweto, where most schools had less than 80 percent attendance.

Makwakwa said eight schools in Mamelodi also had a very low attendance but were hopeful that figures would improve today.

Asked whether the DET would take disciplinary action against the teachers, Makwakwa said: "The DET insists on

denies it is going on with strike:

(321)

upholding the international labour practice of "no work, no pay".

Meanwhile, Sadtu Soweto spokesman Mr Solly Mautjane refuted allegations that the branch had defied the national decision to suspend the strike.

He said teachers did not go back to school on Monday as they were being briefed on progress in negotiations with the DET.

"We were also endorsing the national decision to suspend the strike," he said.

He warned the DET not to adopt the

"no work, no pay" policy as it would cause further disturbances.

He said teachers were suspicious of the DET's undertaking to resume negotiations on September 7 as the department had failed to honour meetings on previous occasions.

He urged parents to support the teachers in the meantime and carry "the struggle to DET offices".

Mautjane said all teachers went back to work yesterday. However, reports show classes were not back to normal.

Pupils get hurt in teacher fights

Parents and students have been severely affected by the dispute between the educational authorities and teachers.

GANIEF HENDRICKS, an industrial relations specialist, argues that parents and students can be accommodated if they play a statutory role in the dispute-settling procedure:

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(321)



GANIEF HENDRICKS

THE MINISTER of National Education, Mr Piet Marais, has announced a Labour Relations Act for Teachers will be tabled in parliament in September.

This Act will give the educational governing authority and teachers more legal rights to engage in industrial action.

There is a real fear that as a result of the potential power-play between disputing parties, many more lessons will be lost in the future, affecting many more students.

There is a need for a dispute-settlement procedure that will eliminate or minimise the loss of lessons during disputes and that will not harm the learning culture in schools.

Provisions for such procedures can be made in recognition agreements or laid down in labour legislation.

Education is an essential service and must be put on top of the list to help redress the

imbalance of the past, and build a democratic society in South Africa.

Therefore teachers and their employers should go out of their way to find creative ways to settle their disputes.

Arbitration tribunals provide such an opportunity. They have been used in Lesotho and brokered by the International Labour Organisation.

In the tribunals an arbiter makes an award with the assistance of assessors, nominated by the parties in dispute. The arbiter has wide powers and can summon persons to give evidence and examine the economic portion of the undertaking in which the dispute exists.

The parties in dispute are obliged to accept the award. If such tribunals are used in South Africa to settle education disputes they can be extended to include assessors nominated by parties like parents and even

high school students.

In this way the interests and rights of all parties can be accommodated. After all, in education disputes it is the third party who is harmed if failure to settle the dispute leads to industrial actions like strikes.

The collective bargaining process in South Africa makes provision for an Industrial Court. This court can be used if one of the parties feels the award of the arbiter was unfair.

Illegal industrial action like the unilateral retrenchments, wild-cat strikes and chalk-downs should be subject to harsh penalties. In Lesotho the guilty party has to pay a heavy fine. This will all help prevent the disruption to normal schooling.

'There is a need for a dispute-settlement procedure that will eliminate or minimise the loss of lessons during disputes and that will not harm the learning culture in schools'

Demonstration of power is essential in the collective bargaining process, but in education disputes it should be non-confrontational.

If strike action is used there should be statutory strike rules that allow classroom lessons to continue.

Giving third parties a statutory role in labour disputes is new ground in the collective bargaining process.

Examples of non-confrontational demonstrations of power requires creative thinking. Strike rules need to be formulated during education disputes that satisfy the interests of all parties.

An appropriate penalty for illegal industrial action must be debated.

Operation catchup: teachers making up for lost time

By Rehana Rossouw

File 319 - 71493

"OPERATION Catch-Up" was launched by the South African Democratic Teachers Union (SADTU) this week to make up for time lost during its 10-day strike. Madladana said members were prepared to sacrifice the September school holidays and weekends to

assist pupils in preparing for the final examinations.

The strike was suspended last Friday after the government agreed to a monthly minimum salary of R1 400 and to re-open salary negotiations on September 17.

Madladana said Operation Catch-Up was "to show what responsible people teachers are".

Madladana said attempts by the

Departments of Education and Culture in the House of Representatives and of Education and Training to enforce a no-work-no-pay rule could disrupt the programme.

SADTU members who paid union subscriptions by stop-order received letters this week saying they would not be paid for the strike period.

Some who received letters did not participate in the strike at all.

"The letters are highly provocative and insensitive. Some of our members could interpret it as no-pay-no-work," Madladana said.

"While our members are prepared to work that out, the department is sending out negative vibes. The fact that the department is corresponding with our members directly and not our national office shows extremely bad faith."

DET and Sadtu differ on Soweto school attendance

Sowetan 31/9/93

By Bongani Mavuso

SCHOOLING in most parts of the country, except Soweto, is gradually returning to normal.

Department of Education and Training spokesman Miss Kim McEvilly said yesterday there had been no effective learning and teaching in Soweto since the South African Democratic Teachers' Union suspended its strike on Monday.

McEvilly said teachers and pupils were blaming each other for the schools crisis in Soweto.

The Soweto branch of Sadtu claimed, however, that schooling was normal in the area.

It accused DET of trying to "scandalise Sadtu's name".

Meanwhile, the Soweto Education

Co-ordinating Committee will hold a public meeting at Ipelegeng Community Centre in White City Jabavu at 2pm on Sunday to address problems in education.

The SECC has also appealed to teachers and pupils to work harder in preparation for the year-end examinations.

Teachers' salaries (32)

"We would like to applaud teachers for the decision they have taken to return to classes and teach while negotiations on salaries continue."

It warned DET not to deduct from teachers' salaries "because this will further disrupt education."

McEvilly said DET would apply the "no work, no pay" policy for teachers who failed to report for duty during the two-week strike.

Wages: Teachers may strike again

CT 14/1/93 (321)

Own Correspondent

JOHANNESBURG. — The SA Democratic Teachers' Union (Sadtu) may embark on another strike following its failure to reach agreement with the government on an improved pay offer, the union warned yesterday.

It said it would decide on strike action at the end of the month.

Sadtu and other public sector employee unions have been holding talks with the government to try to secure an improved offer above the government's offer of between 5,6% and 7,5% for next year.

Sadtu assistant general secretary Mr Thulas Nxesi said yesterday that meetings with the government over the past two days had been unsatisfactory. He said an offer of up to 7,5% from July 4 had been rejected. Sadtu was demanding 12,5% for the current financial year.

Mr Nxesi said the union had rejected government's attempts to negotiate agreements for the next financial year.

He said the union was preparing to take its demands to the Transitional Executive Council (TEC). Next year's budget, as well as pay increases, could not be unilaterally decided by the government, he said.

Sadtu would also ask the TEC to establish the availability of funds in the current budget for immediate salary improvements.

Sadtu vice-president Mr Duncan Hindle said the government's refusal to move could lead to a strike.

He said Sadtu members in Soweto had forced principals out of schools and warned them not to return until the government had met their demand to refund money deducted from their salaries during the strike earlier this year.

Sadtu slams strike coverage

THE South African Democratic Teachers' Union (Sadtu) believes that its recent strike has been unfairly linked in newspaper reports to outbreaks of violence and, worse, to the repulsive murder of exchange student Ms Amy Biehl last month.

"We want to state categorically that the strike action and the demonstration that took place were well-disciplined and singularly free of intimidation. We consider that the Cape Times has been guilty of selective and sensational journalism by focusing on one specific slogan among dozens displayed at a demonstration and by a specific slogan of 'One judge one bullet' chanted at a court hearing. These slogans do not represent general Sadtu policy, though they do articulate crudely, but sharply, the causes at the root of the teachers' anger.

"Sadtu also questions the ambiguity of headlines like 'Pupils urged to join strike' which could imply that Sadtu had done the urging. Linked to this is the statement in an editorial on August 20, that Sadtu did not seem very concerned about the children'. If the Cape Times had been remotely interested in balanced coverage of the strike, it would have discovered on inquiry that Sadtu had committed itself to intensive post-strike catch-up programmes.

"Most seriously, Sadtu takes the strongest exception to the way in which the Cape Times appeared to link Sadtu to the violence in some townships and the murder of Ms Amy Biehl. Headlines like 'Cars burnt in support of Sadtu' and statements implying that Ms Biehl was murdered by students supporting striking teachers, implicated, and in some quarters incriminated, Sadtu by

(243) (321)
association. "Subsequent developments brought a totally new perspective on the reprehensible deed which was not emphasised by the Cape Times. This damned the newspaper in the minds of Sadtu members for bias and irresponsibility.

"Sadtu believes the Cape Times has given a radically distorted picture of the union and the nature of its strike and this has done Sadtu and the truth a major disservice."

Editor's note: The Cape Times accepts that Sadtu strike actions were well disciplined and that the union was not linked with any violent incidents. It welcomes the assurance that the inflammatory slogans referred to were isolated and unrepresentative actions, though it is regrettable that the union did not see fit to distance itself from them.

The post-strike catch-up programme is also acknowledged and welcome — in fact, the Cape Times carried several reports stating that the teachers had committed themselves to catching up on lost work after the strike.

Much of the violence in some townships during the strike took place under the auspices of Operation Barcelona, organised by students in support of the strike. There was no suggestion that Sadtu itself was involved in any of it.

Initial reports of the Ms Amy Biehl murder, in the Cape Times and other major newspapers, linked it tentatively to the Operation Barcelona campaign. That was the overwhelming intelligence from the township. The subsequent arrest of two alleged members of Paso, which as Sadtu states were totally opposed to the strike, changed the picture. The Cape Times did report that the arrested youths were Paso members but did not comment further, as the matter had become sub judice.

CT 8/9/93

No need to ³²¹ restrain Sadtu

AN interdict application against the South African Democratic Teachers' Union (Sadtu) and 38 officials was withdrawn yesterday by the Minister of Education and Culture, House of Representatives. CT 104143

Since Sadtu's announcement on August 27 that it was suspending its strike, the interdict application had become academic, Mr Norman Daniels, deputy director of the Department of Education and Culture, said.

Goniwe: MI chief's startling admission

(321) WM 10-16/9/93

Shadley Nash

LAWYERS in the Goniwe inquest this week steadily whittled away at the evidence of Military Intelligence chief Joffel van der Westhuizen.

They extracted a range of admissions indicating that the 1985 killing of Cradock activist Matthew Goniwe and his colleagues could have been the work of the security forces. But Van der Westhuizen remained adamant that he had not actually ordered their deaths.

During cross-examination by advocate Glen Goosen, counsel for Colonel Lourens du Plessis, Van der Westhuizen agreed that only the security forces, which included the police and railway police, had the capacity to carry out the murders in the manner in which Goniwe was killed.

Du Plessis drafted the controversial signal message calling for the "permanent removal from society" of Goniwe and others on Van der Westhuizen's orders.

The mutilated bodies of Goniwe, Fort Calata, Sparrow Mkhonto and Sicele Mhlauli were found scattered around Bluewater Bay, outside Port Elizabeth, 20 days after the signal was sent to the secretariat for the State Security Council in June 1985.

Van der Westhuizen agreed that the circumstances around Goniwe's death fell within the definition of a "covert operation" and that the security forces as a question of "principle" did not exclude the option of "killing" insurgents or activists.

The court heard that in terms of an American dictionary of military terms two aspects of covert operations had to be considered: that there must be "concealment of identity of the sponsor" and that there must be a "plausible denial" by way of a "plausible cover story".

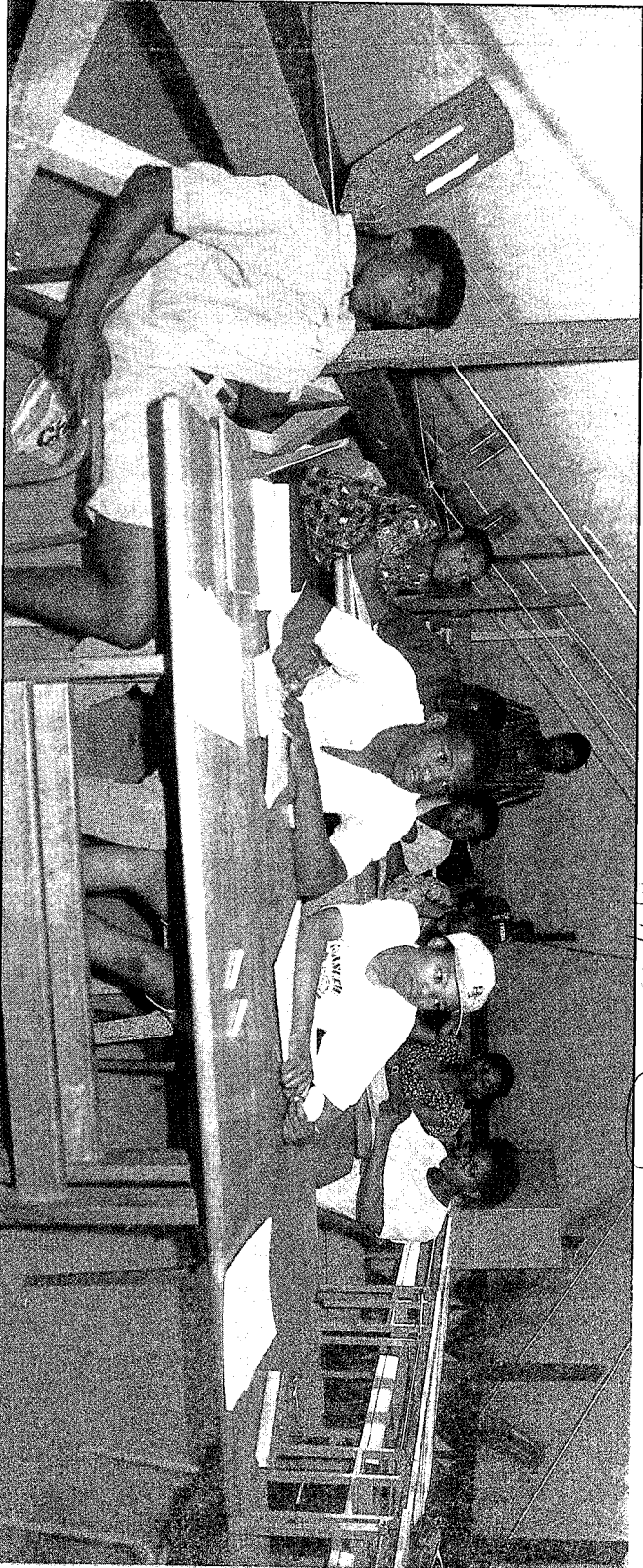
Van der Westhuizen agreed that the conflict between the United Democratic Front and Azapo raging at the time provided the necessary "cover" needed if anyone wanted to conduct a "covert operation" against one of the factions. — Ecna

Despair as exams

Star

1/9/93

321



EAGER BEAVERS. Crowded classroom conditions, normally a dampener on learning, are simply not a factor for these children from the Matric Education Study Project in a rehabilitation centre where they conduct their science sessions. Enthusiasm is all that counts.

Children in frantic battle

against time

Star 11/9/93

THE dark cloud of the recent teachers' strike is still hovering over the classrooms of Soweto. To the stricken, frantic scrambling for the imminent matric and other exams is now the order of the day.

Most pupils are back in school and most teachers are teaching. In black schools, that alone means "normal schooling." On the ground in far from normal. With an extraordinarily large number of schoolwork lost due to strikes, straggles and protests, according to the Department of Training and Education (DET), with less than 30 school days left before the first examinations are scheduled, the atmosphere in black education is beset with panic and despair.

THERE is still a fragile thread that holds the educational Sword of Damocles over pupils' heads — the crisis that might be unleashed when teachers take a look at their September pay cheques.

The DET is insisting on the "internationally accepted" principle of no work, no pay — a posture that will directly confront the SA Democratic Teachers' Union (SADTU) and perhaps propel the department towards another round of conflict.

And parents are desperately worried. What if, come this month-end, teachers walk out again? "We are already locked in a no-win situation," Mercé Dube told me. "Our kids have already lost so much time."

"The children's morale and confidence are very shaken and they are saying to us: 'Mama, how can I do better in a situation like this? We are so far behind. How can we catch up?'"

Patrick Mabema, the principal of Mafoni Mphahlele School in Soweto, has been a teacher his entire life. On the day the Saturday Star team visited his school this week, he emerged, chalk dust all over his blazer and tie, flushed from explaining protozoa to an eager class of matrics desperate to catch up. They, too, are way behind and the atmosphere in their class was electric.

Mabema, in charge of a school of more than 1100 pupils, belongs to the old school where teachers and principals "look charge." Despite the present atmosphere of intimidation and fear, he remains candid and unafraid that his viewpoints might be unpopular. "Look," he says with a great deal of earnestness, "I think the basic fallacy to our approach is that we take education in the lower primary classes less seriously than we should."

"Poor results in matric are a function of what we put in place in primary schools."

Amid the debris that continues to characterise black education after a succession of strikes, stowaways, chalk-downs and the stubborn survival of the "liberation before education" philosophy, there is still hope. Some black children desperately want to learn, and are willing to work at it. Some black teachers desperately want to teach and make sacrifices to do so. JOE LOUW found an example of each, and reports that where there's a will there's a way.

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"The foundation is all important. The problem of language, of style, of basic communicative ability is critical to future performance. We have to inculcate a culture of hard work from the beginning. It has to be implemented from a very early age."

At the teacher level, he believes the sporadic strikes and unrest in schools as well as poor qualification of some teachers contribute to the present crisis.

"What parents have to realise is that they, as well as teachers, must bear a responsibility for the education of their children. The home is as much responsible for what happens at school. Parents have to contribute to the child's morale and take all possible care of his or her discipline."

Mabema accepts that most students are highly politicised. But he sees the role of teachers and educationists as one of guiding what he calls "political energy" into politically responsible roles.

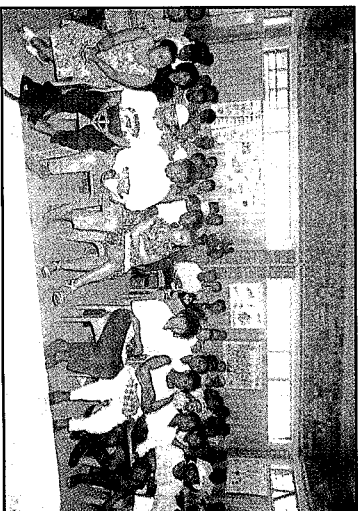
"In these days of democratic dialogue it is important to help students voice their opinions on how their schools should be governed as well teaching them to accept the responsibility of their decisions."

But responsibility for education also belongs to the DET, Mabema believes. "At present, education is run by the DET," he says. "The DET is responsible for repairing the damage to our schools and it is its duty to ensure that these repairs are not continuing the wanton destruction and vandalism of our schools."

But only hoping to normalise the situation. The damage of the past, including that for which they are responsible, must be repaired.

The DET, he says, is also responsible for "paying teachers a pittance" which is at the root of the whole crisis.

When the bell sounded this week, Mabema's students began to engage in their frantic battle against time.



PULLING TOGETHER: Parents join pupils in a Readathon at NICRO's library in Soweto, which has proved a major asset.

DESPERATE to get an even education break, about 80 young blacks, most of them matric failures and high school dropouts, have decided to take their futures into their own hands and devised a unique schooling programme for themselves.

Every day six times a week, 82 students get together in two "classrooms" at a Soweto crime and school rehabilitation centre to immerse themselves in studying hard for the upcoming matric examinations — now barely 30 days away.

There has hardly been any absenteeism since they began their programme. The kids are disciplined, respectful, diligent and full of self-confidence about their chances of getting good marks come October 22, when the first sitting of the this year's matric is scheduled.

The Matric Education Study Project has been in business since February and its participants are boys and girls, mostly from Soweto, who decided they had had enough of being flunkies and to do something themselves.

Thabiso Raditso, Irene Segopa and three others, all politically street-smart and active in the various "happenings" in Soweto's education crisis of the past few years, picked up on the idea that they were all responsible for their own future and that their future looked decidedly grim.

"A few of us got together to try and decide what to do," says Thabiso, who belonged to a "Nation Building"

project organised at the White City branch of a local community organisation where they were first exposed to the idea of self-help.

"With the continuing unrest in our schools," says Thabiso, "many of us had lost hope of ever getting back into the mainstream of learning." Thabiso himself had several attempts at getting through

These pupils all leapt the fast

Star 11/9/93

matric without success. "The only way out was to start a group of our own. By the time they got to the 50 dropouts, we were well on our way to bettering ourselves and passing the matric exam."

Since we wanted to learn, we decided to find a central venue and have a writing centre. We found a central venue and have a writing centre. We found a central venue and have a writing centre.

"Since we wanted to learn, we decided to find a central venue and have a writing centre. We found a central venue and have a writing centre. We found a central venue and have a writing centre."

At the beginning, the group had no money. They went to the services of other sympathetic students and succeeded in their studies and were able to help — degree students to help — degree students to help.

Their Samaritan came in the form of a friend of the human resources department. His company made it possible for the group to have a small group up a screening and to have a screening and to have a screening.

And how is the schoolwork going? "We are going at it steadily without interrupting our studies," says Thabiso. "We have caught up with the rest of the class and we are now reviewing and preparing for the matric exam."

But Irene Segopa, who double-checked the office duties are shared and relieved. "We are not going to be over-optimistic with a smile." But most will give it one last try.



Sadtu reveals its true colours

■ BY KAIZER NYATSUMBA
POLITICAL CORRESPONDENT

The South African Democratic Teachers' Union (Sadtu), which has consistently denied its links with the ANC, has finally shown its true political colours: its 70-member national council has voted to seek membership of the ANC-led tripartite alliance.

In a statement issued yesterday, the Sadtu national council disclosed it had decided to apply for affiliation to the Congress of South African Trade Unions with immediate effect.

Cosatu, which was instrumental in the founding of the organisation, is an important member of the ANC-SACP-Cosatu alliance.

The teachers' union said the

decision was taken at its two-day meeting in Johannesburg this week where it committed itself "to work for an ANC victory in the April elections".

Education

In a move likely to spark off controversy in political circles, Sadtu said it would launch voter education programmes "in schools and communities nationally".

The union said it would make its members available "for the ANC election lists at all levels", and revealed that five high-ranking officials — president Shepherd Mdiadlana, secretary general Randall van den Heever, Duncan Hindle, Ismail Vadi and Thami Mseleku —

had been identified "for possible release to the ANC election lists".

However, Cosatu has already identified people it would like to see included in the ANC lists.

Sadtu said that within the next two weeks its 15 regional structures would consider the implications of releasing "some or all" of the five officials to the ANC. It said a Sadtu elections list committee would finalise the issue and then enter into discussions with the ANC "on the placement of the Sadtu candidates on the ANC's election lists".

Regional structures were also charged with the responsibility of identifying potential candidates for the ANC's regional election lists.

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Budget cuts: 'Teachers will oppose State'

321
Education Reporter

THE organised teaching profession will refuse to co-operate with the state if it attempts to force through further rationalisation in education in the name of budget restraints, the Teachers' Federal Council said.

The TFC issued the warning after an executive committee meeting in Pretoria yesterday.

The council noted "increasing disquiet" in education circles after rumours about possible rationalisation which could affect personnel supply scales and conditions of service.

TFC chairman Billy Nell said the council agreed with the National Education and Training Forum's stand that any future rationalisation should be broadly negotiated.

The council had informed National Education Minister Piet Marais of its concern about possible further rationalisation earlier this month.

NEWS

Govt's latest offer rejected

Teachers may Star 17/9/93 resume strike

■ BY PHIL MOLEFE
and JUSTICE MALALA

The uneasy truce between the Government and the South African Democratic Teachers' Union (Sadtu) ended yesterday as salary negotiations deadlocked and the union threatened to resume its strike.

Teachers struck for three weeks earlier this year over salaries and the Government's public service rationalisation programme.

Sadtu has now rejected the Government's latest salary increase offer and warned that the resumption of a national teachers' strike "cannot be ruled out".

Two days of negotiations between the Government and 15 public

**NEGOTIATIONS
on salary
increases for
teachers ended in
deadlock
yesterday**

workers' organisations — representing more than 750 000 employees — ended in Pretoria yesterday without agreement on a 12,5 percent across-the-board salary increase.

After the meeting, the organisations said in a joint statement that negotiations would continue in "three or four weeks".

Sadtu said the Government offered an increase of R2,556 billion or 7,5 percent from July

1994 or 5,8 percent from April 1994.

The union said all negotiating parties rejected this offer. (32)

Sadtu would be reporting to its membership at the end of this month and "appropriate forms of action" to put pressure on the Government would be considered.

"We did not call off the strike but suspended it.

"We are therefore not ruling out the possibility of a strike as a means to put pressure on the Government," said Sadtu assistant general secretary Thulasi Nxesi.

A spokesman for the Commission for Administration, which was handling the negotiations, said no comment would be made on the issue at this stage.

Day Sadtu came to our school

Sowetan 17/9/93

THIS is a story of Mufhe Tsedu, a 14-year-old Standard 7 pupil at Motse Maria Girls High School outside Pietersburg, which is run by the Roman Catholic Church.

The area falls under the Lebowa government, which is locked in a fight with the South African Democratic Teachers Union (Sadtu). The strike started on August 11.

"In the morning of August 11 we didn't go to the classes because we were told that it was a free period. Between 8am and 9am Sister Cecil called us together.

"She told us that in other schools near our school pupils were not attending. She said that if we attended classes, the other pupils might come and hurt us. She told us that we must go home for our safety.

"She said that when we got home we should listen to the radio and watch TV for further information.

"September 1: We went back to school on Monday. On Wednesday between 9am and 10am we were told that Sadtu people were coming to our school.

"We were told to keep calm when they arrived. So the boarders changed their clothes. At 10am we saw the Sadtu people arriving. Then some pupils started running away.

"Most of the kids were frightened, thinking that the Sadtu people might beat them because some of the Sadtu people were armed with sjamboks.

"The Sadtu people told us that they were not going to hurt us. They told us

to pack our clothes and go home. Our dormitories were opened and we went to pack. While we were busy packing some of the Sadtu people went to our dining hall and grabbed some food.

"One of the sisters saw them and said 'You are thieves, you stole our children's food'. The Sadtu people just said: 'These things are from government, we paid for them'.

"The Sadtu people also told us that we must not listen to radios for further information because the radios were telling lies.

"The Sadtu people also told us that we must listen to Sadtu for further information."

● SADTU'S Northern Transvaal regional secretary, Mr Benny Boshelo, responds:

"Our members went to Motse Maria, as they had done with all other Catholic schools, to speak to the principal to evict children of Lebowa ministers as their fathers were the ones refusing to accede to the demands of Sadtu.

"We also wanted to solicit support from the teachers and principal. Our members did not force children out of classes, the children did so when they saw our members arriving.

"It is not true that our members stole and ate food belonging to children. We cannot, however, discount the possibility of criminal elements having done a follow up after the disruption, to take the food.

"Our teachers did not eat the food."

Sadtu rejects new DET offer

Sowetan

17/9/93

By Bongani Mavuso and Sapa

THE South African democratic Teachers Union yesterday rejected the Government's latest salary increase offer.

After a two-day meeting in Pretoria, Sadtu said the Government had offered a five percent across-the-board increase from July 1 next year but the union turned the offer down. The Government then increased its offer to 7,5 percent from next July or 5,6 percent from April next year.

These options were also rejected. Sadtu demands a 12,5 percent increase this year (~~354~~) (321)

"Employee organisations were also unanimous in their rejection of the offers and argued they were inadequate to ensure labour stability during the forthcoming critical period," Sadtu said in a statement.

Sadtu said it would review its position during its national council meeting at the end of the month.

Sadtu vice-president Mr Duncan Hindle said although the union did not rule out strikes to put pressure on the Government to meet teachers' demands, it would rather opt for campaigns allowing pupils to continue their academic programmes and year-end examinations.

However, Sadtu could call a strike "not only to solve the crisis in education but also for the benefit of social stability," he said.

"I don't think the intended Sadtu protest action would have an impact on the country's broader negotiations. We do not intend to hold the entire process to ransom," said Hindle.

Sadtu assistant general secretary Mr Thulas Nxesi said the union would not allow the present Government to take a decision unilaterally on next year's Budget. Sadtu would meet various politicians, including the Transitional Executive Council, to establish the availability of funds for immediate salary improvements.

Meanwhile, the steering committee of the Soweto Principals Forum met at Molapo Technical College yesterday.

The meeting followed the expulsion of some school principals from their schools by members of the Soweto branch of Sadtu on Wednesday.

The teachers said principals should demand from the Department of Education and Training money deducted from their salaries in terms of the "no work, no pay" principle adopted by the DET after the Sadtu strike.

Sadtu threatens to strike again

GAVIN DU VENAGE

THE SA Democratic Teachers' Union (Sadtu) yesterday warned that it was considering another strike after it failed to reach agreement with government on an improved pay offer. **15 May**

The union's national council would decide on further action at the month-end.

Sadtu and 13 other public sector employee unions have been trying to get government to improve its offer of 5,6%-7,5% increases next year. The other unions also rejected government's offer. **7/9/93**

Sadtu assistant general secretary Thulas Nxesi said the past two days of meetings with government had been unsatisfactory. An offer of up to 7,5% from next July had been rejected. Sadtu was demanding 12,5% for the current financial year.

The union rejected government's attempts to negotiate agreements around the next financial year, he said. **321**

Nxesi said the union was preparing to take its demands to the transitional executive council (TEC). Next year's Budget, as well as pay increases, could not be unilaterally decided by government. The TEC would be asked to make funds available for immediate salary improvements.

Sadtu vice-president Duncan Hindle said a strike would have "serious implications for education, and social stability".

□ Sapa reports that the National Education and Training Forum, which was established last month, would hold its first meeting in Cape Town this weekend.

Exam panic as Lebowa teachers remain on strike

By KHANGALE MAKHADO

A WEEK before the 10-day Sadtu national strike started in August, Sadtu's northern Transvaal members were already out on strike.

The strike, which enters its 8th week tomorrow, has brought teaching in troubled Lebowa to a halt.

With a month to go before finals, most matriculants in Lebowa are desperate.

The issues are localised: the striking teachers say schools will not be reopened until the government refunds them the money deducted from their salaries during strikes in 1991 and 1992.

Sadtu won a case in the Supreme Court last year when the court ordered the Ramodike government to pay 374 teachers the money it deducted.

Sadtu chairman in the region Machike Thobejane said the Lebowa Department of Education was avoiding meeting with the teachers' union.

"Instead, the department continues to communicate with the union through the media."

The department, through its legal representative, accused Sadtu of continuing its campaign of terror and intimidation by harrasing schools and colleges which did not take part in the strike.

Education Department attorney Piet Steytler told City Press yesterday that the Northern Transvaal Council of Churches, acting as mediators, had drawn up a deed of settlement. The document was drawn up together with Sadtu's attorney.

"It is now over five days since the department accepted the settlement and, although Sadtu informed us that they had accepted the settlement in principle, they continue with hairsplitting and minor legal wranglings to postpone the signing of the agreement for as long as possible," said Steytler.

According to the agreement all 374 teachers would have to be paid their money deducted during the 1991 strike action. Despite the fact that the court order was made in respect of only a few teachers, the department has agreed to refund the other teachers who were involved in that strike.

Sadtu's Thobejane said that his organisation refused to sign the settlement because it only addressed deductions effected during 1991 and that issues around the 1992 strike had still to be negotiated by the lawyers.

"We will only go back to work if and when the 1991 and 1992 illegal and unlawful deductions have been fully refunded to each and every teacher," Thobejane said.

He denied that Sadtu intimidated and terrorised staff who were not on strike.

'PAY US OR THEY

FAIL'

C/Road 19/9/93



(321)

'PAY US OR THEY FAIL'

C/Read 19/9/92

(321)

Exam panic as

Lebowa teachers remain on strike

By KHANGALE MAKHADO

A WEEK before the 10-day Seditu national strike started in August, Seditu chairman Thobekane men-

tioned that the strike would last for 10 days. The strike, which enters its 8th week tomorrow, has brought teaching in troubled Lebowa to a halt.

With a month to go before finals, most matriculants in Lebowa are desperate.

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fuses to pay the money deducted from their salaries during strikes in 1991 and 1992.

Seditu won a case in the Supreme Court last year when the court ordered the Ramotse government to pay 374 teachers the money it deducted.

Seditu chairman in the region Machike Thobekane said the Lebowa Department of Education was avoid-

ing paying the money with its lawyers and the department, the department continues to communicate with the union through the media.

The department, through its legal representative, ac-

cused Seditu of continuing its campaign of terror and intimidation by harassing schools and colleges which do not take part in the strike.

But the Department of Education, Pieter Steytler told City Press yesterday that the Northern Transvaal Council of Churches, acting as mediators, had drawn up a deed of settlement. The document was drawn up together with Seditu's attorney.

"It is now over five days since the department ac-

cepted the settlement and, although Seditu informed us that the settlement had been accepted, it appears they continue with harassment and minor legal wranglings to postpone the signing of the agreement for as long as possible," said Steytler.

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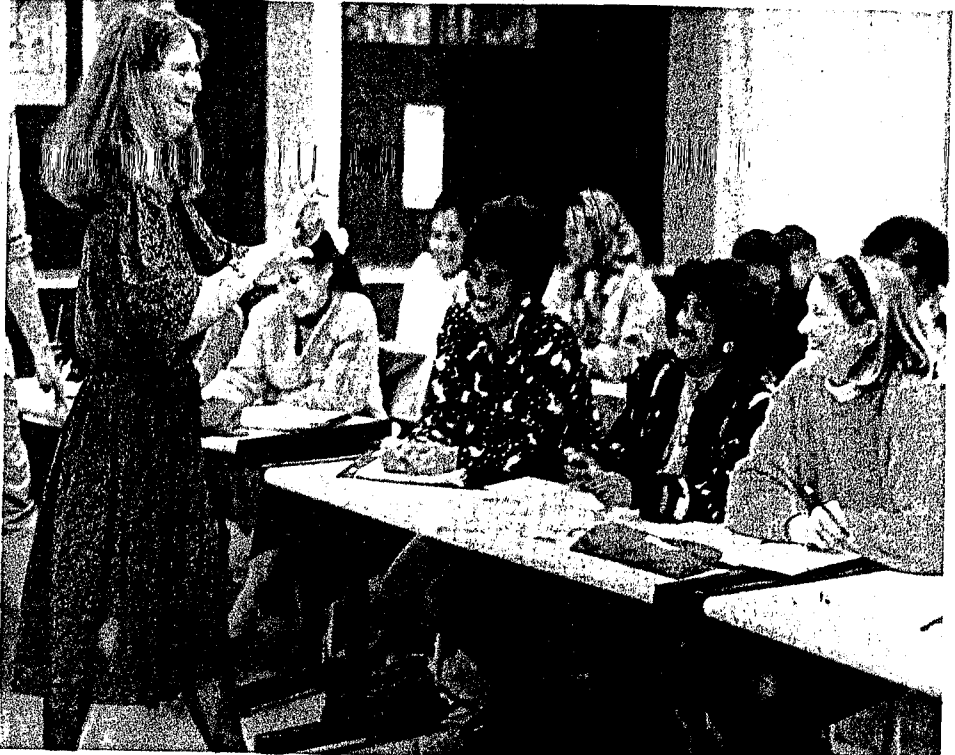
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bekane said.

He denied that Seditu intimidated and terrorised staff who were not on strike.



TEACHERS' FRIEND: UCT Teacher and Learning Resources Centre Director Ruth Versfeld in action. The Argus Teach Fund has given the centre a R36 000 grant. Picture: OBED ZILWA, The Argus.

R36 000 boost for teacher training

Education Reporter

IT is seldom that Cape Town teachers from across all departments attend upgrading courses together — but that is one of the benefits of programmes run at the University of Cape Town's Teaching and Learning Resources Centre.

The centre, housed in UCT's School of Education, this year got a R36 000 boost from The Argus Teach Fund for its teacher support efforts.

Centre director Ruth Vers-

feld said about 400 teachers, mostly from primary schools, attended in-service training courses covering 20 aspects of teacher development this year.

The Argus Teach Fund assistance was helping the centre to improve its service to teachers, Ms Versfeld said.

"Thanks to the funding we can employ a courses co-ordinator. That's going to give us more scope and make sure our resources centre is even better used."

Some of the courses deal with teaching maths. Others cover such areas as the use of art activities in creative writing and "lifeskills" — such as communication and stress management — for teachers.

Ms Versfeld said the enthusiasm of teachers enrolled in the courses had been "incredible".

For example, students in the art activities into creative writing course were producing a book which would enable oth-

ers to share the benefits they got from the programme, she said.

The centre gave UCT academics a link with the classroom, but also tackled the shortage of in-service training for teachers, Ms Versfeld said.

Its programmes were attempting to overcome the "loneliness" teachers experienced at being left in the classroom without any further support once their pre-service training was over, she said.

ARL 20/9/93 (321)

School heads face lockout

27-24-1973
JOHANNESBURG. — Soweto school principals are being locked out of their schools by members of the South African Democratic Teachers' Union, a principal said yesterday. (321)
A spokesman for the Principals' Forum, a body of more than 200 school principals, who asked to remain anonymous for fear of further intimidation, said principals had been told to stay away from their schools until money deducted from teachers' pay while they were on strike was repaid to them. — Sapa

DET sets limit on negotiation

CT 28/9/93 (321) (33)

PRETORIA. — The DET is prepared to negotiate with Sadtu on a system of teacher evaluation, the position at the Jabulani Secondary School, several identified disciplinary cases in the Free State — and that's it.

The Department of Education and Training announced yesterday that it had written to the South African Democratic Teachers' Union declaring that negotiations in all other matters would cease.

They would only resume once the DET had received assurances that Sadtu would cease unfair labour practices, such as evicting school principals.

The DET's Mr Corrie Rademeyer said the department trusted that Sadtu's national executive would discuss this when it met today.

"The call has been made by the department because it finds it impossible to talk to Sadtu while its members deliberately conduct themselves unprofessionally and commit unfair labour practices daily.

"The department has pointed out that Sadtu professes concern

Pupils make up lost lesson time

THE South African Teachers' Democratic Union's "Operation Catch-up" running in House of Representative schools in the Western Cape, is using spring school programmes to help matric pupils recover time lost during the teachers' strike.

While extra classes are being held at most schools during the holidays, the Athlone branch of Sadtu has been running a spring school at Hewat Training College in Athlone.

Branch secretary Miss Angie Kleinhans said pupils were not "very far

behind" and that pupils at the spring school were concentrating mainly on revision.

Pupils attending classes are confident about the approaching matric exams and said they had not suffered as a result of the strike.

Pupils Brian Claasen and Robert Barnds of Eros High School, Athlone, said teachers had worked hard to finish the syllabuses before the strike and that it had in fact made them develop a more responsible attitude towards their studies.

for the interests of pupils, yet it disrupts their education continually."

As part of its defiance campaign, Mr Rademeyer said, Sadtu drove principals from their schools, prevented circuit inspectors and subject advisers from rendering professional assistance to teachers, conducted meetings during school hours and frequently embarked on go-slow actions.

The DET said it was also particularly concerned about Sadtu's intimidation of non-union teachers.

Mr Rademeyer expected Sadtu to report back to the department by September 30. — Sapa

Sadtu teachers on conduct charges

PRETORIA. — Charges of misconduct against 17 members of the South African Democratic Teachers' Union will come before an internal hearing here today.

The Department of Education and Training investigation is based on action taken during Sadtu's defiance campaign this year.

"They range from insubordination and willful disruption of departmental meetings to threats against inspectors and absence without leave to attend union meetings," the DET said. — Sapa

DET restricts Sadtu talks

PRETORIA — The Department of Education and Training is prepared to negotiate with Sadtu only on a system of teacher evaluation, the position at the Jabulani Secondary School and several identified disciplinary cases in the Free State. 8/Day 28/9/83

The DET said yesterday it had written to the SA Democratic Teachers' Union (Sadtu) declaring that negotiations in all other matters would cease. They would resume only once the DET had received assurances Sadtu would cease unfair labour practices, such as evicting school principals. (324)

"The call has been made by the department because it finds it impossible to talk to Sadtu while its members deliberately conduct themselves unprofessionally and commit unfair labour practices daily," DET spokesman Corrie Rademeyer said.

Mr Rademeyer expected Sadtu to report back to the department by Thursday.

□ Charges of misconduct against 17 Sadtu members, based on actions which formed part of Sadtu's defiance campaign against the DET this year, will come before an internal hearing in Pretoria today.

"They range from insubordination and willful disruption of departmental meetings to threats against circuit inspectors and absence without leave to attend union meetings during school hours," Rademeyer said.

Teachers' body to join ANC's voting campaign

JOHANNESBURG. — The South African Democratic Teachers' Union (Sadtu) is to apply for immediate affiliation with Cosatu and throw its weight behind the ANC election campaign. **(SAPA)**

The union made these announcements in a statement yesterday after a two-day national council meeting here.

Sadtu also suggested five of its office bearers be included in the ANC's election list. — Sapa

Four killed in station attack

JOHANNESBURG. — Gunmen opened fire on passengers at Soweto's Ikweletzi station yesterday, killing three men and a woman. **(SAPA)**

They were expecting arrests shortly.

And on Tuesday, a commuter was stabbed while travelling to Germiston station. He later died.

Three people were wounded when up to 20 men fired AK-47 rifles and small arms into the Scaev Metals hostel in Waverley.

deville, Germiston, this week. They used a sledgehammer to smash a hole in a wall.

Twelve people were killed and 20 injured at the same hostel a month ago.

But the spokesman said members of the ANC's military wing, Inkomo we Sizwe had attacked the hostel and did to drive Inkomo out of the hostel.

In KwaThema an IFF official Mr Samvel Mofha, 35, was shot dead early yesterday as he left home for work.

The bodies of seven people, including two policemen, were found in Thokozani, Katlehong and Tsakane on the East Rand on Tuesday and yesterday.

All seven had been shot dead, and two of the bodies had also been burned.

Rail driver Mr Peter Maphane, was shot dead near Thokozani on Tuesday morning.

Two men were shot dead and a woman was injured when gunmen fired on them in their huts near Mafikeng. The huts were set alight. — Sapa

Top IFF man hurt on campus

JOHANNESBURG. — IFF central committee member Mr Themba Khoso was slightly injured after Visla University students disrupted a panel debate at the university's Soweto campus yesterday, an IFF statement said. — Sapa

More than 200 police officers on strike in PE

PORT ELIZABETH. — More than 200 members of the Police and Prisons Civil Rights Union (PPU) went on strike yesterday at all police stations and the New Brighton Magistrates' Courts, bringing the administration of justice to a halt.

Senior police officers and a delegation representing the striking police met yesterday. The meeting will continue today.

The strike is in protest against the "sudden and unacceptable" transfer of the strikers' popular leader, Captain Mzingisi Moshara.

Police in pre-dawn swoop on ANC office

EAST LONDON. — Police swooped on the ANC office here in a pre-dawn raid yesterday morning after an MK soldier and two other people were arrested for carrying illegal arms.

The MK member, identified by the Border ANC as Mr Petros "Bushy" Vanyu, is a regional ANC liaison officer.

Mr Vanyu, 30, Mr Luthondo Beza, 30, and an unidentified woman were detained at a road-block in Cathcart late on Tuesday night.

Two R5 rifles, a BXP sub-machinegun and 75 9mm rounds of ammunition were confiscated from the car in which they were travelling.

- 18.00: Top 20 hit parade. Presenters: Lawrence Dube, Neil Johnson.
- 18.57: News.
- 19.00: News.
- 19.30: Prospects. Magazine programme with profiles, consumerism, technology, health, the arts.
- 20.00: The Puppet Masters. Xhosa series about a young man forced into a life of crime. English simulcast.
- 20.30: Exodrama. Traditional music.
- 21.00: Cassidy. Becoming more and more involved. Charlie has to think deeply about her future. Final.
- 21.00: 45 minutes. News magazine. Absolution. The priest who forbade him to have contact with a drifter. Richard Burton, Dominic Guard, Dai Bradley, Andrew Kell, Willoboughby Gray, Kevin Tighe.
- 21.00: Judgment in Berlin. One plane passenger and three defectors. Martin Sheen, Sean Penn.
- 03.00: A widow discovers her husband's double life. Gaila Hawn, John Heard.
- 00.05: Transmission ends.



News in brief

Sowetan 30/9/93
Sadtu to join Cosatu

THE South African Democratic Teachers' Union is to apply for immediate affiliation with the Congress of South African Trade Unions and throw its weight behind the African National Congress election campaign.

(321)

The union made these announcements yesterday after a two-day national council meeting in Johannesburg. Sadtu also suggested five of its office-bearers be included in the ANC's election list. They are Mr Shepherd Mdladlana, Mr Randall van den Heever, Mr Duncan Hindle, Mr Ismail Vadi and Mr Thami Mseleku.

Alleged child killer in court

A MAN accused of killing six children in the Randfontein area on the West Rand over the past two years yesterday appeared in the Randfontein Magistrate's Court.

Mr Moses Molefe Moketse (42) was arrested in Carletonville last month in connection with the discovery of the bodies of two children in the veld

Rothmans
finest filter

(321)
APR 30 1993
'Sadtu
gives ANC
its vote'

JOHN VILJOEN
Education Reporter

THE SA Democratic Teachers Union has committed itself to working for an ANC victory in the April election.

The Sadtu national council also announced that five prominent union figures, including president Shepherd Mdladlana and general-secretary Randall van den Heever, could be available to stand as ANC candidates.

The 75 000-member union is to apply for affiliation to Cosatu with immediate effect.

In a statement yesterday the union said the ANC shared Sadtu's objectives, including the establishment of a national, non-racial and democratic education system.

The council said it was also motivated by the ANC's commitment to workers' rights.

The union is to begin a voter education programme in schools and communities.

Sadtu's 15 regions would within the next two weeks consider the implications of releasing the five from their union offices.

'Even teachers who are dead have been sent letters'

Teachers get pay shock

SOUTH 1/10 - 5/10/93

By Barbara Ann Boswell

T EACHERS belonging to the South African Democratic Teachers Union (Sadu) have received notices that they will not be paid for the two week teachers' strike in August — whether they were on strike or not.

The Department of Education and Culture (DEC) is leaving no stone unturned — including grave-stones. Even teachers who are dead have been sent letters warning them they will not be paid.

The DEC in the House of Representatives issued letters personally addressed to more than 5 000 Sadu members in August, informing them they would not be paid for days they were on strike.

The teachers have to prove to the department that they were not on strike if they want to be paid.

But Sadu is not taking the blow lying down.

Said Sadu spokesperson, Mr Theo Combrink: "No work, no pay is something all employers

apply when employees go on strike. However, our view is that the demands on which the strike was based were noble and for the good of education; therefore we will fight the principle of no work, no pay.

(321) "We have already sent the department a letter to show our rejection of their actions, and according to our legal advisors, the onus is on the department to prove that every Sadu member was on strike," said Combrink.

According to another Sadu spokesperson the department was creating a "ridiculous situation", because even teachers who had resigned or died had received letters.

"The department has to prove, other than by the fact that they are Sadu members, that they were on strike," he said.

Mr Claude Adriaans, head of the public relations department for the DEC confirmed that letters had been sent to Sadu teachers and said a "substantial amount" of replies had been received from

members who were not on strike.

"Teachers' salaries are a thorny issue and we will look at it thoroughly, from all sides. The department needs to put in place a mechanism which will deal with the issue of salary deductions," he said.

According to Adriaans, Sadu members' names were taken from stop order forms used to pay their membership, but a problem existed with Sadu members who were not listed.

"We will need some form of verification of who was on strike from schools and inspectors.

"We have not yet started deducting from salaries, but this will happen later in the year," he said.

● Seven Sadu teachers from De Doorns and Touwsrivier will be appearing in the supreme court this Thursday for continuing the strike after it was declared illegal.

Teacher Mr Bernard Fortuin said this is a "test case" on which the department would decide whether to prosecute other Sadu members.



THEO COMBRINK

Sadtu trial a case of justice with a smile

MORE than 40 SA Democratic Teachers' Union (Sadtu) teachers and the same number of supporters applauded a city magistrate when he entered his court yesterday.

The teachers, accused of holding an illegal march on June 16, and their singing supporters filled the Cape Town Magistrate's Court.

(321) CT/3/10/93
The magistrate, Mr WJ Faught, took one look at the crowded courtroom, shook his head and gestured to the defence attorney before leaving.

When he re-entered the court, he was applauded. Normally a serious man, even he could not contain a hint of a smile.

The case was postponed to January 18.

Black and white towns must merge — Delpoit

BIDAY 4/10/93

SAVIN DU VEMAGE

TO ACHIEVE nonracial local government, neighbouring black and white towns would have to be amalgamated into single entities. Local Government and Housing Minister Tertius Delpoit told a gathering of conservative councillors on Friday.

Addressing the Transvaal Municipal Association's annual congress in Bethal, Delpoit said it was not possible to end discrimination merely by altering legislation.

The association said earlier it wanted the present racially constituted towns to keep their status, with white areas assisting black areas on an agency basis.

However, Delpoit said black and white towns were interdependent, and to deal with non-racialism within existing boundaries would only be a half measure. Interdependence was illustrated by the number of effective consumer boycotts, he said.

The fact was most black towns developed separately without the normal characteristics of a town, such as a business district and a rates base.

Therefore government had undertaken policy decisions to end segregated local government. This would include rationalisation of local authority ordinances, removing all references to race, and a process to amalgamate towns.

He said government was negotiating for a system that he said would lead to local governments of national unity.

Government was looking at several other options to bring to the negotiations, including a ward delimitation system that looked not only at numbers, but also at financial contributions.

Delpoit said two options for the transitional period should be considered: either full integration of local authorities or an executive council with limited powers and one administration, but that would allow individual municipalities to maintain their identity. Both would consist of appointed councils, he said, with half of the councillors nominated by the establishment, or statutory bodies, the other by civics.

However, regardless of the form the new system was to take, present structures had to go, Delpoit said. These were not an option, and where local agreements could not be reached, overriding legislative steps would be used to bring councils towards transition, he said.

The civics would have to end their service payment boycotts if stability in the interim was to be guaranteed.

Head office angers Sadtu branch

KATHRYN STRACHAN

A RIFT has developed between the SA Democratic Teachers' Union (Sadtu) national office and its Soweto branch, with teachers claiming the head office has failed to back their demands.

Sadtu Soweto branch media officer Solly Mantjana said at the weekend teachers would not accept threatened head office intervention in their plans to expel Soweto principals from schools.

Sadtu vice-president Ismail Vadi told an Institute of Race Relations conference last week the union would intervene soon to end the "unacceptable" protest.

Soweto teachers have chased principals

away from their schools in an attempt to force the Department of Education and Training (DET) to refund money deducted from salaries when teachers went on strike earlier this year. Although principals were not consulted on the decision, teachers say they have been targeted because they represent authority.

Vadi told delegates at the conference the national office recognised it should have intervened earlier.

The national executive committee could not be reached for further comment.

Seven teachers to be charged: (21) Sadtu hits at ARCS/10/92 'vengeful' action

SHARON SOROUR
Labour Reporter

TEACHERS' union Sadtu has slammed the "vengeful practices" of the Department of Education and Culture after the decision to go ahead with a civil court case against seven Western Cape teachers who went on strike.

Last month the Cape Supreme Court made final an order declaring the August teachers' strike illegal.

In terms of the court ruling any teacher who took part in the strike could be charged with contempt of court.

Four Worcester teachers and three Touws River teachers will appear in court on October 14, according to SA Democratic Teachers' Union spokesman Max Strauss.

At a press conference yesterday, the union said the charges came at a time when teachers were engaged in catch-up programmes.

The House of Representatives was clearly and deliberately stirring up "a hornet's nest in our schools at a very critical time of the year".

"The recent charges against our members come at a time when teachers have clearly proven their unwillingness to accept the criminalisation of their demands and programmes of action."

Supported by the ANC and Cosatu in the Western Cape, the union said Cosatu would write to the the department, asking it to drop all charges against its members.

The union expressed concern that only seven teachers of the thousands who took part in the strike nationwide had been charged — and they were in the rural areas.

"Our main concern is that they will use this as a test case,

and then take action against more teachers," said a union spokesman.

Mr Strauss said the union had tried to "normalise the situation" on several occasions but the Principals' Forum had not attended any of the meetings.

The Worcester community had therefore decided to take action against the principal of a De Doorns school by not allowing him into the school grounds.

ANC Western Cape spokesman Willie Hofmeyer said the interdict declaring the strike illegal had been overtaken by events and it now appeared to be a deliberate tactic to victimise teachers.

"It seems the department is intent on provoking a crisis rather than solving problems.

"Children are being used as pawns in a bigger political game and they are provoking teachers into some kind of action in the final school term," he said.

The ANC called for the "termination" of the court cases and said there should be no further attempts to victimise teachers who took part in the strike — even though it was illegal.

"The department's ineptitude in managing education has once again manifested itself in the form of invoking the law to legitimise its problematic track record," the union said.

● A department spokesman said because the court had granted the department an interdict declaring the strike illegal any teacher who made himself guilty of striking made himself guilty of contempt of court.

He refused to comment on why the department had singled out only seven strikers.

'Sadtu does not expect exodus'

South 8/10 - 12/10/93

By Lisa Combinek

EVEN though there are members within the South African Democratic Teachers Union (Sadtu) who do not support the ANC, the union does not expect a mass exodus of members after it decided to openly support the ANC in next year's election.

Sadtu general secretary, Mr Randall van den Heever, said the union hoped not to lose members who belong to other parties.

"We respect those Sadtu members who will vote for their parties," he said.

"We have members of other parties in our midst and continue to see them as important, but in terms of a union, we had to make a decision to

ensure victory at the polls in 1994."

Van den Heever also pointed out that since teachers have been intimately involved in the struggle over the years, SADTU "cannot stand unattached from the elections".

"We have decided to support the ANC as a vanguard of the liberation movement, but, by so doing, we are not expressing any opposition to other parties."

Ms Vivienne Carriase, regional chairperson of Sadtu in the Western Cape, commented: "We are not calling on our members to become signed-up members of the ANC."

"From the known parties negotiating at Kempton Park, we felt the ANC could best represent our interests."

Carriase says Sadtu was calling on their members to exercise their voi-

ing rights and that their decision should not be seen as co-option.

"The individual voter must make an informed decision."

Sadtu's national council meeting of September 28 and 29 in Johannesburg committed the union to work for an ANC victory in the April elections. (S21)

The council resolution states:

"The union has to take a stand in relation to the forthcoming elections, and the union should remain independent and its constitutional structures intact."

The Sadtu national council has also identified names from their national leadership for possible release to the ANC elections list. Mr Shepherd Mdlaelana, Mr Randall van den Heever, Mr Duncan Hinde, Mr Ismail Vadi and Mr Thami

Masekela have been suggested.

These names are presently being circulated and are being assessed by the regions of Sadtu. An independent elections list committee will look at the results of the regional assessment of the proposed list in two weeks' time.

Women are conspicuously absent from the Sadtu list.

Van den Heever commented that women proposed for the election list declined nomination, but Sadtu remained a non-sexist organisation that "looks forward to a situation where we can facilitate the broader involvement of women in the process".

Carriase emphasised that the list of names was a tentative one that would very likely be changed or amended at a regional level.

The national council also resolved that Sadtu should apply for affiliation to the Congress of South African Trade Unions (Cosatu) with immediate effect.

This resolution was in line with international trends, whereby teacher unions were affiliated to national labour unions.

Sadtu has also applied for affiliation to Education International which urges its members to be affiliated to national labour federations.

Van den Heever is adamant that Sadtu should not be seen as an elitist organisation, but as a teachers' union committed to defending the rights of teachers.

"Sadtu's affiliation will strengthen us and give us added muscle. We hope that we will give Cosatu muscle too," Van den Heever added.

PAC disputes teachers' support for ANC

■ BY JUSTICE MALALA

The South African Democratic Teachers' Union (Sadtu) has defended its decision to back the African National Congress in the April 27 election, saying it was taken in a "fully democratic" manner.

The union was reacting to a call by the Pan Africanist Congress's education department,

made yesterday, that it suspend the decision until a special national congress had been held to "restore democracy" within the organisation.

The PAC said the decision had caused it "serious concern" because many teachers belonging to Sadtu were active members of the PAC.

Sadtu general-secretary Randall van den Heever said yes-

terday that the decision had been taken at a special meeting where the union's regions and branches were represented. The decision had come after a careful review of the ANC's election strategy and its standing as a member of the Patriotic Front.

"Sadtu has not decided against the PAC in the election. The union has respect for those

members who are in the PAC and they have a democratic right to vote for the party of their choice," Van den Heever said.

"The call that we convene a special congress presupposes that we do not have a mandate ... and we have that. Sadtu would only call a special congress if people started leaving the union as a result of the decision," he said.

Star 11/10/93

(321)

Sadtu starts war of words with state

(321) WM 15-21/10/93

Philippa Garson

THE South African Democratic Teachers' Union (Sadtu) has lashed out at government education departments for trying to discredit the union and block its attempts at solving disputes.

Sadtu singles out the Department of Education and Training, (coloured) Department of Education and Culture in the House of Representatives, and Lebowa, kwaZulu and Ciskei education departments for smearing the union and victimising its members.

The DET, in particular, is accused of "blatantly violating the recognition agreement with Sadtu", by Sadtu secretary-general Randall van den Heever.

"Sadtu has maintained, since its inception in 1990, that labour peace can only be assured in education if disputes are resolved speedily and effectively at the lowest possible level of negotiations. In this regard Sadtu has developed grassroots structures at school, branch and regional level and the union has held labour education workshops to prepare its leaders at all levels to engage in conflict resolution," he said.

According to the union, the DET's top-down approach, rendering the department's local officials powerless to resolve disputes, unfairly exposes these officials — including principals — to the wrath of teachers. The union blames the failure of dispute resolution at national level on the DET's foot-dragging approach and deadlocking of meetings "when they cannot get their way".

The House of Representatives employs the same delaying tactics, charges the union, and has deliberately tried to destabilise the National Education and Training Forum's programme to address the crisis of retrenched teachers. Despite a supreme court order ruling that Lebowa teachers be reimbursed for 1991 and 1992 strikes, the education department has refused to do so, precipitating further teacher strikes.

Sadtu accuses the Ciskei government of "instituting a reign of terror" against its members for standing up for the principles of free political activity and democratic accountability.

There is speculation that the union's recent affiliation to the Congress of South African Trade Unions will boost its muscle power and put an end to "rough treatment" by employer bodies like the DET.

In the ensuing war of words, the DET has in turn called on Sadtu "to abandon its unfair labour practices and destructive tactics".

At the end of September, the DET suspended almost all its negotiations with Sadtu because of the union's "unfair labour practices" such as the eviction of school principals.

It further charges that Sadtu hinders the work of circuit inspectors and subject advisors in their duties, holds meetings during school hours and embarks on go-slow action. Such action includes a refusal to teach 50 lessons a week and instead teach only 32 lessons a week.

"Sadtu teachers cram large groups of children into classrooms and then claim that classrooms are overcrowded," the DET alleged.

One of the most contentious issues between the parties is salary deductions for teachers who went on strike.

NEWS Tight security net over exam papers ● Sadtu has not decided against PAC

Teachers' union defends decision

Sowetan 11/10/93

THE South African Democratic Teachers' Union has defended its decision to back the African National Congress in next year's April 27 elections, saying it was taken in a "fully democratic" manner. (321)

The union was reacting to a call by the Pan Africanist Congress yesterday that it suspend the decision until a "special national congress" was held to "restore democracy" within the organisation.

The PAC said the decision to back the ANC had caused "serious concern with the PAC as this union has many teachers who are active members of the PAC".

Sadtu general secretary Randall van den Heever said yesterday the decision was taken at a special meeting where both the union's regions and branches were represented and came after a careful review of the ANC's elections strategy and its standing as a member of the

Patriotic Front.

"Sadtu has not decided against the PAC in the elections. The union has respect for those members who are in the PAC and they have a democratic right to vote for the party of their choice," Van den Heever said.

"However, Sadtu's first concern was that next year's elections be fought under the banner of the Patriotic Front. But after the PAC and Azapo withdrew from the front we reviewed the ANC's policies and decided, as a broad election strategy, that we should back it in the coming elections.

"The call that we convene a special congress presupposes that we do not have a mandate — and we have that. Sadtu would only call a special congress if people started leaving the union as a result of the decision," Van den Heever said. — *Sowetan Correspondent*.

Hopes that ANC can solve Soweto schools problem

Bid to avoid exam crisis

■ BY PHIL MOLEFE
EDUCATION REPORTER

The ANC-led tripartite alliance will meet Soweto principals and local members of the South African Democratic Teachers Union (Sadtu) today with a view to address the month-long problem concerning the eviction of headmasters from schools.

A spokesman for the ANC PWV region said the alliance was concerned about the "deteriorating situation" in Soweto schools and offered to intervene in the ongoing conflict between principals and teachers.

"The intervention comes at a time when there are growing fears that the situation may explode when students are preparing for final exams," the spokesman said.

The conflict between local teachers and principals reached a crescendo in August when radical Sadtu members hounded headmasters out of their schools and warned them not to return until they had forced the authorities to meet teachers' demands.

More than 200 beleaguered principals fled their offices as the evictions reached fever-pitch.

Star 13/10/93

The principals were driven out in an attempt to force them to put pressure on the Department of Education and Training to refund teachers who had between R300 and R500 deducted from their salaries after being involved in a strike earlier this year.

Last week, when schools reopened for the fourth term, angry principals defied the eviction orders and returned to their schools.

The Soweto Principals' Forum also approached a firm of attorneys to lodge an interdict

against Sadtu should their members continue to harass principals.

However, the threats continued and some principals in the Diepkloof and Meadowlands areas received unfriendly visits from Sadtu members on Monday.

The chairman of the principal forum, Haxane Lesgetho, said he hoped the ANC's intervention would solve the problem, adding that headmasters had "absolutely nothing to do with the payment or non-payment of teachers."

Principals to form new body

Staff Reporter

CAPE TOWN school principals from all four education departments will hold a historic meeting later this month to form a new body to restructure education when a single department of education is formed next year.

The principals have not held formal meetings before because of their opposition to racially segregated education.

Mr Roger Cope of Minton High said: "Heads from the House of Representatives and the Department of Training have been co-operating for some time and realised their colleagues from the white schools have been left out in the cold. Now they have decided the time has come for all principals to work together."

Mr Nat Bongo of Chumisa Primary School in Langa said prin-

cipals should be represented at the National Education and Training Forum and they had an important contribution to make in restructuring education in the Western Cape.

Principals from all schools and education departments have been invited to attend the meeting, to be held at the C R Louw Theatre of the Sanlam head office in Belville at 8am on October 23.

PAC criticises Sadtu move

JOHANNESBURG

The PAC's education department has criticised the decision by the South African Democratic Union's national council to support the ANC in the April 27 elections. 25 (321)

"This decision causes serious concern as this union has many teachers who are active members of the PAC."

25/10/93
The organisation called for Sadtu to convene a "special national congress" to "restore democracy" and give individual teachers the right to decide.

It called on all PAC teachers within Sadtu to suspend their membership "to avoid being hijacked into voting against the PAC next year." — Sapa

Court asked to jail teachers

Supreme Court Reporter

THREE teachers who defied a court order by taking part in a SA Democratic Teachers' Union (Sadtu) strike in August should be jailed for contempt of court "as a deterrent" the Supreme Court was told yesterday.

This was said by counsel for the Department of Education and Culture in the House of Representatives, Mr Francois Klopper, in an application to declare three teachers — Mr Bernard Fortuin, Mr André Thomas and Ms Sandra Minnaar — in contempt of a court order.

The order of August 13 interdicted Sadtu members from taking part in a proposed strike.

A similar application for a

Order not to strike was defied

fourth teacher, Mr Raymond Titus, was postponed sine die.

Mr Klopper said the application concerned the education of many thousands of children and was in the public interest.

In papers, DEC deputy director Mr Norman Daniels referred to the wide publicity the court order had enjoyed, and said the teachers could not have been unaware of its contents.

The department feared the strike would be continued soon

with disastrous effects.

The teachers admitted striking but denied they had wilfully, intentionally, male fide or unlawfully been in contempt of the court order.

They had not understood or appreciated the effect and implications of non-compliance with the court order.

They had intended no disrespect to the court and, had they known the consequences, they would have complied with the court order. They apologised to the court for their apparent disrespect.

Mr Justice R M Marais said he would deliver judgment at 9am on Monday.

● Scores of Sadtu teachers blockaded the steps of the Supreme Court yesterday to protest against the charges.

321

CT 15/10/93

Sadtu warned against strike

JOHANNESBURG. —
The Azanian Students'
Movement (Azasm)
warned the South Afri-
can Democratic Teach-
ers' Union (Sadtu) yes-
terday it would act if the
union continued to
strike next year. (321)

Azasm publicity secre-
tary Mr Kgomo Modis-
elle said here Sadtu had
acted irresponsibly this
year. (15/10/83)

He claimed Sadtu had
shown a "don't care" at-
titude towards the
future of black pupils.

"Azasm will defend
the future of the educa-
tion of black pupils and
act against the union,"
he said. — Sapa

Teachers guilty of contempt of court

SHARON SOROUR and DAVID YUTAR
Staff Reporters

POLICE cordoned off the Supreme Court today with razor wire barricades and used dogs to control members of the SA Democratic Teachers' Union (Sadtu) who were attempting to demonstrate outside the Keerom Street entrance.

Teachers and supporters were also prevented from entering the court, where three De Doorns teachers were convicted of contempt of court.

Bernard Fortuin, Andre Thomas and Sandra Minnaar took part in a Sadtu

strike in August after a successful court application by the Department of Education and Culture in the House of Representatives to have the strike declared illegal.

Finding the three guilty of contempt of court, Mr Justice Marais said he was "disinclined" to impose the six-month jail sentence asked for by the State.

The judge said the court would postpone any sentence for two years on condition the teachers were not again in contempt of the court order and did not take part in any industrial action

which they knew to be unlawful during the two-year period.

Sadtu members, angry at not being allowed inside the court building, taunted policemen at the cordon.

When journalists tried to pass, teachers objected but finally allowed an SABC camerawoman to pass through.

Ordering the teachers to pay costs, Mr Justice Marais said the court needed "to bring home to them and to others that such behaviour, whatever the

(Continued on page 6)

Teachers guilty of contempt

ARCT 18/10/93
(Contd from page 1).

motivation, can not be condoned".

He said the court did not accept that they did not realise they were disobeying a court order.

There was "no scope for the court to turn a blind eye to deliberate disobedience of its orders".

He stressed the sanction for contempt was not intended as "an instrument for the suppression of lawful protest".

"The court needs no reminding that there are laws in the country which do not carry the approval of the majority of the population.

"That regrettable state of affairs is something which this nation is in the process of redressing.

"But even laws passed by a minority are still laws and a judge is not free to decide which laws he will implement and which not."

The judge said he accepted that Sadtu had undertaken to make good the loss of time caused by the strike and would continue to do so.

The union has slated the Department of Education and Culture in the House of Representatives for singling out a handful of teachers from the 120 000 who took part in the strike.

Sadtu said the department was set to disrupt education at a time when teachers were willing to teach.

Commenting on the judgment, union vice-president Vivien Carelse said the court had not been prepared to take a clear position in favour of democratic demands.

"We feel that the court has ruled in favour of a totally undemocratic education department, which has chosen to disregard democratic negotiations and charge three teachers when thousands went on strike," said Ms Carelse.

Sadtu 'won't be silenced' ⁽³²⁾

Staff Reporter

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17/10/83
A SUPREME Court ruling that three teachers had been in contempt of court by disobeying an order prohibiting them from taking part in an unlawful strike would not silence the SA Democratic Teachers' Union, a spokeswoman said yesterday.

Ms Vivienne Carelse, Western Cape chairwoman, said this during an address from the steps of the Supreme Court to about 300 teachers yesterday morning.

Strike: Delay in sentence

321

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CT19/10/93

Supreme Court Reporter

THREE De Doorns Primary School teachers were found by the Supreme Court yesterday to have been in contempt of a court order that prohibited members of the SA Democratic Teachers' Union (Sadtu) from taking part in an unlawful strike.

Mr Justice Marais said the court was acutely aware of the strongly — and no doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country.

In the light of the mitigating factors, the judge said, the stigma of a prison sentence, albeit a conditionally suspended one, was not something he wanted to inflict on the teachers unless their future conduct compelled him to do so.

Provided the teachers abided by the conditions they need not appear before the court again on October 23, 1993, Mr Justice Marais said.

The judgment follows an application by the Department of Education and Culture, House of Representatives, for the imprisonment of the teachers for six months, suspended for three years.

The teachers said they were aware of the order but had not considered the consequence of non-compliance.

Mr Justice Marais said the court was acutely aware of the strongly — and not doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country.

These questions should await determination by a more broadly representative national education department, the judge said.

What the court had to decide was whether or not the teachers had broken the common law of the land by deliberately refusing to obey an order of the court, and, if so, whether and how, they should be punished.

"A civilised society depends for its social cohesion and its socio-economic and political stability

upon obedience being shown to the lawfully given decisions of the courts, no matter how unpalatable those decisions may be to the parties adversely affected by them.

"If those against whom court orders are made are free to ignore them with impunity, simply because they have been exhorted to ignore them, the abyss yawns before us all," he said.

● Sadtu has secured an undertaking from the Department of Education and Culture (HoR) that it would hold "formal discussions" with union representatives this week to determine the status of the three teachers after their court appearance.

Sadtu spokesman Mr Daryl Howard said the union wanted to establish what bearing the sentence would have on the future service contracts of the three.

Several teachers and supporters damaged an iron gate outside the DET offices in Roeland Street while a union representative met DET officials yesterday.

No arrests were made despite a heavy police presence outside the DET offices.

Sowetan 19/10/93

Teachers demo is foiled

POLICE cordoned off the Supreme Court in Cape Town with barbed-wire barricades and used dogs to control members of the SA Democratic Teachers' Union trying to demonstrate outside the Keerom Street entrance yesterday.

The teachers and supporters were also prevented from entering the court building.

Three De Doorns teachers were convicted of contempt of court.

A similar application for a fourth teacher, Mr Raymond Titus, was post-

poned indefinitely.

There was a strong police presence at the court, including members of the Internal Stability Unit.

On Friday, there was mayhem outside the court. (321)

This was when teachers demonstrated against the court appearance of the three.

Yesterday, police said they would only allow 70 people inside the cordon to attend the hearing. — *Sowetan Correspondent*.

DET will rethink pay deductions

Sadtu plan to sink exams called off

Star 21/10/93

■ BY PHIL MOLEFE
EDUCATION REPORTER

A major crisis was averted yesterday when the Soweto branch of the South African Democratic Teachers' Union decided to call off its plan to suspend the year-end internal examinations of about 200 000 pupils.

The move comes after a breakthrough on Monday in an ANC-brokered meeting between the Department of Education and Training and Sadtu.

The DET agreed after five hours of talks in Pretoria to reconsider the case of teachers who had money deducted from their salaries after taking part in a strike in May.

The Sadtu branch had threatened to urge its members to

boycott the supervision of internal examinations until the DET had refunded the teachers.

During a report-back meeting at Soweto's Jabulani Technical College yesterday, Sadtu members agreed to the go-ahead for exams, due to start within days.

The DET will meet Sadtu on Tuesday to discuss the deductions and the ANC will attend as observers.

Intervened

In another development, "exiled" Soweto principals will return to their schools today after weeks of intense negotiations between the ANC and Sadtu.

ANC PWV regional spokesman Obed Bapela said yesterday the ANC had intervened in the two-month-old feud between the

principals and local Sadtu members in the best interest of the pupils.

The headmasters were forced into "exile" in August when radical teachers drove principals out of their schools.

Sadtu accused principals of complicity in the deductions, saying they had provided the DET with information about participants in the strike.

While the majority of principals defied the union's order and returned to their schools on October 6, some headmasters were still barred from school and pressure was mounting on the others to leave their offices.

The Soweto Principals' Forum welcomed the decision and said criminal intimidation charges against Sadtu members would be put on ice.

ANC acts to Soweto 21/10/93 avert crisis

A MAJOR crisis was averted yesterday when the Soweto branch of the South African Democratic Teachers' Union decided to call off its plan to suspend the year-end internal examinations involving more than 200 000 pupils.

The move comes after a breakthrough was made in an ANC-brokered meeting between the Department of Education and Training and Sadtu on Monday (321)

The DET agreed after five hours of talks in Pretoria to reconsider the case of teachers who had money deducted from their salaries after participating in a strike in May.

The Sadtu branch had threatened to call on its members to boycott the supervision of internal examinations due to start within days until the DET had refunded all teachers who had money deducted from their salaries.

At a report-back meeting yesterday at the Soweto's Jabulani Technical College, Sadtu members agreed to continue with the exams.

The DET will meet Sadtu on Tuesday to discuss the deductions. The ANC will attend as observers.

In another important development, "exiled" Soweto principals will return to their schools today after weeks of intense behind-the-scene negotiations involving the ANC and Sadtu.

ANC PWV regional spokesman Mr Obed Bapela said the ANC had intervened in the two-month old feud.

The headmasters were forced into "exile" in August when radical teachers drove principals out of their schools and warned them not to return until they had put pressure on the DET to meet teachers' demands.

Sadtu also accused principals of complicity in the deductions, saying the headmasters had provided the DET with information about teachers who participated in the strike.

While the majority of principals defied the union's order and returned to their schools on October 6, some headmasters were still barred from school and pressure was mounting on the rest to leave their offices.

The Soweto Principals' Forum welcomed the decision to allow principals back into their schools and said criminal charges against Sadtu members involved in the intimidation of headmasters would be "put on ice".

A spokesman for the forum, Mr Moss Msimanga, said: "We are putting charges on ice until we are told what the attitude of Sadtu will be. Whatever action we take will be in the interest of the child."

This week, a Soweto principal laid criminal charges against Sadtu members and the forum also intended to sue the union as a result of the continued intimidation and harassment of principals.

New law protects private teachers

By CARMEL RICKARD

NOW that farm and domestic workers have legal job protection, the most vulnerable employees in the country are the 23 000 teachers at private schools.

Excluded from labour laws and other legal protection, they have had to rely on a sometimes illusory ethos of fair play. In reality a number of teachers have found themselves at the mercy of principals and governing boards, with no means to ensure their rights.

A new law, published a week ago, will end this anomaly, ensuring that private school teachers have no fewer rights than their colleagues in government schools.

Under the Education Labour Relations Act, a new council is to be set up, representing school employers and staff. It will try to resolve disputes between teachers and employers, but if it fails, the problem may go to the Industrial Court.

This is a major breakthrough for teachers, and follows growing militancy at some schools by staff who do not have a suitable forum for grievances.

However, it will not immediately apply to private schools. Under a special "moratorium" clause it will apply only when the state president says so.

Officials of organisations representing private schools said they strongly supported the right of teachers at these schools to have legal protection.

However, they had been brought into negotiations only at the last minute. While they were aware that some of their members needed to "get their house in order" by, for example, implementing proper grievance procedures, this "moratorium" was not likely to last beyond next March.

For many it will be too late. Retrenched or dismissed under circumstances they believe unfair, they will not

be able to challenge the principal or the governing board because the new law is not retrospective.

For example, the law will not help Pat Kiernan, former senior teacher in the English department at the posh Durban Girls' College (321) (88).

According to Mrs Kiernan, she was sacked after an annual year-end farewell dinner, attended by 12 matric pupils, three teachers and a matron. She said that when the principal found out that the girls had drunk a bottle of champagne and wine at the function (as they did every year), Mrs Kiernan was told to go.

She was unable to ask any independent body to review what she felt was an unfair decision. When she took the matter to the Industrial Court, the school had the press barred. The Industrial Court later ruled that it could not even consider her case because teachers were excluded from the Labour Relations Act.

Mrs Kiernan said that because the law had not provided protection for private school teachers, she was unable to clear her name or obtain a fair hearing.

Nor is she alone. The Sunday Times is aware of a number of teachers at private schools in a similar position. Many were senior English teachers; most were retrenched or dismissed soon after a new head took over their schools.

Lawyers acting for several of them said this week that if the new law had been in operation when their clients lost their jobs, the fairness of the dismissals or retrenchments could have been challenged.

Durban Girls' College headmistress Gwen Williams commented: "I am sure that all educators, including those in senior managerial positions, welcome the new legislation."

7/11/93

7/11/93

(32)

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He said senior teachers and teachers who were nearing retirement had applied for the early retirement package, thus creating jobs for newly qualified teachers.

Co-ordinator of the Western Cape Principals Forum, Mr Eddie Snyders, said the only way to solve the high unemployment rate among teachers was the creation of a single education system.

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Author	Title
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focus on education

Sowetan 8/11/93

It is a problem trying to establish why certain women teachers choose to join Sadtu while others, suffering the same disadvantages, still remain in professional organisations such as Tuata.

My PhD study on women teachers in Lebowa's urban and rural schools suggests that women teachers are divided from each other geographically, urban and rural, by qualifications, salary, position, experience, membership of teacher organisations, social and cultural background, marital status, subject matter and involvement in social and political issues.

But the most essential division among black teachers is gender. This obvious factor is being neglected and one might assume that the concerns of female teachers are equivalent to those of male teachers.

Male language

In order to look at the relationship of women and professionalisation, one needs to look at the language that teachers use in presenting their case to the DET.

One would discover this is a male language which does not provide any model for the needs and role of the female professional teacher. This reflects the domination of men in Sadtu.

Why do women teachers allow this situation to develop in the first place? Part of the answer is that Sadtu does in fact meet some women teachers' needs.

In fighting for higher salaries for all teachers, Sadtu was forwarding the interests of female as well as male teachers. Women, to an extent, participated in professional politics, but did not seriously challenge the domination of men. This was partially because some of their needs were being met.

This, however, is not a sufficient answer, for it does not explain why more women are not involved in teachers' organisations and why there is not a public discussion about women's need for professional status. This I would argue, is because there is no vocabulary available which women could use to express their desire for social mobility and social status. However, this does not mean that women do not have these concerns.

Research suggests that women teachers in Britain became more active in occupational politics from the late 1890s to World War I. They participated in existing teachers' organisations to a greater extent than before where they fought for equal pay and the right to vote, and formed their own separate organisations. These teachers sought an alternative association which would "really concentrate on women ... put us first and make us feel we mattered".

However, the context in which these women operated was extremely hostile. They demanded equal treatment with their male counterparts and also fought for their rights within the teaching profession. Yet the equal pay argument was so stormily debated that it led to men's secession

Dr Shirley M Sebakwane of the department of education at the University of the Witwatersrand in Johannesburg looks at the biggest handicap South African women teachers have — their gender:

and the formation of the National Association of Schoolmasters (NAS), an anti-feminist union. In South Africa women have not yet fought for these rights.

They seem not only to have been burdened by the effects of the Black Education Act and the suppression of trade unionism, but also put off by a patriarchal culture from participating in predominantly male teacher unions and professional teacher associations.

There is a strong culture of collectivism which women could exploit. Black women teachers could re-appraise their position and black women's associations and groups such as burial societies, *megodishano* and so on, could act as mobilising forces to obtain equal rights and opportunities. The Women's National Coalition is already giving a process of "consciousness-raising" prominence.

But such consciousness-raising should not divert attention away from the need for men to engage in "conscientisation" as well. African men need to acknowledge that, even if oppressed, they also subordinate women. Men need to be emancipated from the predominant ideology and set of relations — patriarchal relations which they impose on women.

There is a need to re-educate male education policy-makers, education officials, inspectors and principals about women's issues. The socialisation process that includes civic organisations, women's organisations, the mass media and schooling could be used to change attitudes towards women teachers.

Women teachers could also, among other things, adopt feminist theories and methods to oppose the existing social order and begin to build a base for a new understanding and the transformation of South African society. Therefore schools can provide a site for feminist teachers to raise issues of sexism and gender oppression. Indeed MacRobbie and Garber in the UK have argued that the school can be a progressive force if it can serve as a site for feminist teachers to introduce the ideas of the women's movement to girls and to open up a discussion on the structural limitations and oppression they face.

While feminist teaching focuses on gender oppression, we need to realise that, in the South African context, feminists in teaching and outside of it tend to be white and middle class. Therefore, although white women may share with black girls the common oppression of being female in a patriarchal and sexist society, they are divided from them by class and by race, ethnicity,

culture, religion and so on.

We need to be very clear about the specific meanings of class, "race", and gender for people in differing relationships of control and power in a society dominated by men, racism and capitalism.

We therefore need to understand this complex of relationship webs and then act to encourage resistance and oppression, not only in the form of various kinds of opposition to oppressive beliefs and practices, but also to include more critical and politicised work in the form of organised and conscious collective oppositional actions. This kind of opposition has been called "counter-hegemony" by the American feminist writer, Kathleen Weiler.

Future challenge

The challenge that Sadtu faces in the future is how to bring all teachers with different cultural views, socio-political aims, trained and untrained, qualified and unqualified, male and female together to pursue a common goal. Sadtu has to devise tactical "accountability" organisational strategies if it is not to be weakened in its wider relations with the State in education (as well as the black communities). The divisions such as geography, age, position, subject specialisation found in the study conducted in Lebowa need to be looked at very critically, for they prevent the build-up of permanent groupings of organised labour which might challenge government policy and promote better education within the region.

I therefore argue that there is need for an "ideological construct" — a vocabulary which women could use to express their desire for mobility and social status. Women teachers need to mobilise on issues relating to equality of opportunity in the teaching profession in terms of security of tenure, maternity leave with pay and representation in teacher unions.

Furthermore, it is worth noting that despite the claim by the DET that it had implemented a policy to eradicate wage disparities between men and women between teachers in different racial classifications, such inequalities still exist in the profession because most women teachers are underqualified (particularly rural ones).

Pressure groups of women need to be formed to demand union support for women's suffrage, to challenge the gender-differentiated curriculum, sexual harassment prevalent in schools, and to encourage more women to join unions and hold office.

Cosas against 'mass action'

Sowetan

11/11/93

By Bongani Mavuso

THE Congress of SA Students and the National Education Co-ordinating Committee say they are opposed to the planned "mass action" by the Soweto branch of the SA Democratic Teachers' Union. (321) (322)

The protest action is scheduled to start today.

Cosas spokesman Mr Albert Mahlangu said the action might lead to clashes between pupils and teachers.

"Most pupils are concentrating on their exams. Although we agree with the teachers' demands, Sadtu should decide whether it wishes to abandon the pupils during this crucial time.

"We agreed with Sadtu to place a moratorium on mass action during ex-

aminations," Mahlangu said.

The NECC's Mr Desmond Thompson said the teachers' action was "out of line".

"There must be other means to address problems at this crucial time. We plead with Sadtu to suspend the action until the exams are over," Thompson said.

Sadtu Soweto branch chairman Mr Matakanye Matakanye declined to reveal the form of action teachers would embark on.

He said the action would not disrupt the examinations.

The Soweto Education Crisis Committee said it would hold a mass meeting at Soweto's Eyethu Cinema at 10am today to inform the community about the planned action.

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DAY, Thursday, November 11 1993

Study questions teachers' poverty

KATHRYN STRACHAN

AN OVERHAUL of SA's teacher salary structure was needed as the existing system would damage education and compromise development of the country as a whole, research findings released yesterday concluded.

The study by the Urban Foundation found that teachers' salaries made up almost 80% of education expenditure, 23% of the national Budget and 7.7% of GNP.

Continuation of this trend would drive these figures to unsustainable levels, at the cost of development needs such as health and housing. SA already spent a far higher proportion of its GNP on education than countries of similar development.

Presenting the study, senior policy analyst Jane Hofmeyr said the existing structure was based on outmoded salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

She said the assumption that SA teachers were badly paid and that their increases lagged behind those of other occupations needed to be tested.

Average teacher salaries had risen 30% in real terms between 1988 and 1992 compared with real growth of 3% in the average manufacturing sector wage, 4% in the rest of the public service, and a decline in GNP, she said.

However, it was necessary to improve urgently the position of poorly paid and underqualified teachers without raising average salaries to unsustainable levels.

The answer was to upgrade qualifications and increase the salaries paid at the lowest level of the scale, while phasing out categories and controlling increases at the top end of the scale.

The system of offering teachers the incentive of being promoted to a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving the standard of teaching. A new approach based on competence in the classroom, instead of qualifications, would be a far more appropriate assessment, she said.

Hofmeyr said the issue of teachers' salaries needed to be considered within a new broad approach to utilisation and development of teachers that took into account a national strategy for reconstruction and development of the country as a whole.

It was important to include all key stakeholders in the process of formulating a new approach and she proposed that the National Education and Training Forum establish a committee on teacher policy to initiate the process.

Principals to launch body

South 12/11- 16/11/93
By Lisa Combrinck

TWO HUNDRED school principals have agreed to form a single principals' association in the Western Cape which will be launched on December 4.

The body will be "non-racial, non-aligned and fully representative".

The new principals' association will be a professional body that will deal with professional matters.

"One of the main tasks will be to make principals more efficient managers and improve their expertise so as to prepare them to enter the new society," said Mr Eddie Snyders, principal of Garlandale High School in Athlone and a member of the steering committee of the new association.

Prior to the setting up of the new body, some Western Cape principals were organised in the Principals' Forum.

Said Snyders: "The Principals' Forum was effective, but you could not bind principals to an agreement.

"In the new association the principal cannot step out of line," he said.

Welcomed the formation of the association, Snyders said: "The principals' association could not have come into existence at a better time.

"The politicians are moving at tremendous speed while the educators are standing back.

"We must also be organised so that we can ensure that education policies and structures are correct from the start," he said. (321)

Mr Nat Bongo, principal of Chumisa Primary School in Langa, felt the Western Cape initiative should be part of a national principals' association.

"In this way the voice of education leaders at the chalk board would be heard at a national level," Bongo said.

The Principals' Association does not see any conflict between itself and Sadtu (South African Democratic Teachers' Union).

"We're not entering their field. There must be a sound relationship between the Principals' Association and teachers' organisations," said Snyders.

Mr Theo Combrinck of Sadtu said: "Sadtu helped to bring the Principals' Forum into existence. Now Sadtu cannot stop the principals from forming an association."

He warned, however, that the principals would have to be careful about self-interest, especially in the light of the education department's rationalisation whereby teacher numbers at certain schools are reduced and teachers are encouraged to take up positions at other schools.

"At the end of the day, the principals will have to execute the rationalisation programme at schools," he said.

stage pickets and sit-ins against DET ● Two claim salaries unpaid

Sadtu plans 'total onslaught'

By Bongani Mavuso

THE SOWETO branch of the SA Democratic Teachers' Union says it will stage pickets, marches and sit-ins to force the Department of Education and Training to repay teachers whose salaries were deducted in May.

At a meeting held at Soweto's Eyelehu Cinema yesterday, branch spokesman

Mr Tshepo Mathodiana said plans for a "total onslaught" against the DET would be conveyed to the union's branches in the township for ratification.

External and internal examinations would not be disrupted by the "mass action", he said.

The union said its members would hold a picket at the Orlando-Nordgesicht intersection today. On Monday, a mass meeting will be held at Jabulani Technical College.

Mathodiana added that as part of the "total onslaught", marked scripts and internal examination results would not be handed to the DET or principals.

"The results will be presented to parents or the Soweto Education Crisis Committee," Mathodiana said.

The meeting also demanded that inspectors and subject advisers be expelled from the old Vista University campus in Soweto where they are based.

The demand follows the DET's "ex-

Examinations will not be disrupted by mass action

traordinary concession" to consider granting paid leave to teachers who were absent from duty during the strike on condition that the inspectors were allowed free access to schools during the examinations.

APR 18/11/93

Sadtu may withhold results (221)

The Argus Bureau

PORT ELIZABETH. — The end-of-year results of thousands of black pupils — including matriculants — may be withheld because of a dispute between the South African Democratic Teachers' Union (Sadtu) and education authorities.

The dispute is a result of the authorities' docking the pay packets of teachers who went on strike in August.

The union has threatened that its members will withhold marking schedules and reports and refuse to mark the matric external examination papers.

Thousands of Sadtu members went on the strike over a dispute with the government about salary increases and rationalisation.

Sadtu claims that many of its members whose salaries will be docked did not take part in the strike.

Teachers' threat slammed

Star 18/11/92

BY MONTSHIWA
MOROKE

Pupils would suffer most if Soweto teachers went ahead with their threat to withhold promotion reports from officials, the Department of Education and Training warned yesterday.

DET communications director Corrie Rademeyer was reacting to a statement on Tuesday by the Soweto branch of the SA Democratic Teachers' Union that it would refuse to submit the reports for moderation.

"It would be highly unprofessional and pupils are the ones who would suffer if teachers were to carry out their threats. They have a duty towards the pupils and their parents."

Sadtu Soweto branch spokesman Solly Mautjana said the promotions reports, which reflect pupils' progress for the year, should instead be submitted to the Sadtu office at Funda Centre in Diepkloof.

Most Soweto schools are now virtually deserted except for principals, and Standard 10 pupils who are writing their final examinations and their invigilators.

focus on teachers

Sowetan 26/11/93

THE average teacher's salary in South Africa is not "low" in relation to other occupations in developing countries in Africa, Asia and Latin America, says an Urban Foundation report.

The report has been met with mixed feelings by Sadtu and the National Teachers' Association of SA.

Naptosa says the report is based on "peculiar circumstances", while Sadtu feels the statistical analysis of teachers' salaries in South Africa reveals that the current scales were qualifications-driven and are a direct product of apartheid education.

Referring to data compiled by the International Labour Organisation in which 14 comparator cities in Africa, Asia and Latin America are used, the UF report says the ratio of teachers' pay to that of bus drivers is lower than the same ratio in South Africa.

In 12 of the comparator cities, the ratio of teachers' pay to that of male construction workers is lower than in South Africa, and the ratio of teachers' pay to that of textile workers is also lower.

"This suggests that South African teachers are better off than their counterparts in other developing countries".

The report states that the average basic salary of South African teachers in 1992 was R37 527 or R51 585 (including benefits) a year.

The package includes the financial value of the various service benefits paid which include the 13th cheque, pension and provident fund, housing subsidies, medical aid subsidies and leave gratuity.

The average value of these is an additional 37 percent, yielding an estimated average annual salary for a primary school teacher of R32 399 (R43 844 total package) and an estimated R45 527 (R63 432 total package) for a secondary school teacher.

"The assumption that South African teachers are badly paid and that their increases lag behind those of other occupations also needs to be tested," the UF says.

Naptosa spokesman Mr Andrew Pyper echoes a different view: "Research conducted by our organisation and budget reviews indicate that increases in teachers' salaries are lagging with some 30 percent behind.

"This has come as no surprise as teachers have, for the third consecutive time, been awarded salary increases well below the current and expected rate of inflation."

Sadtu national vice-president Mr Ismail Vadi commented: "It is unfortunate that the study ends in 1992, as in this year the question of teacher salaries has been high on the agenda as a consequence of a national teachers' strike organised by Sadtu."

The UF notes that although salary scales based on race were eliminated in 1986, its study shows that the legacy of this history is still reflected in the current salary structure for teachers in this country.

Teachers from both Sadtu and Naptosa differ with the Urban Foundation's findings that they are well paid compared with their counterparts in other Third World countries, writes **Bongani Mavuso:**

(321)

(The existing qualification and post levels favour white teachers and the salary scale is sexist in terms of the benefits offered to women educators, black and white)

The UF adds: "In addition, average teacher salaries have risen by 30 percent in real terms between 1988 and 1992 compared to real growth of 30 percent in the average manufacturing wage, four percent in the rest of the civil service and a decline in the gross national product."

The UF states that South Africa needs a new approach to teacher salaries.

The existing approach — which the UF says is based on outmoded salary scales, past discriminatory policies and strategies that fail to take account of long term consequences — is "set to damage the education system and compromise the development of the country as a whole".

The UF believes that the assumption that salaries should be primarily driven by qualifications rather than classroom competence also needs reconsideration.

Vadi said the report exposes the inequities of apartheid's teacher education and development programme which has left the majority of black teachers in the country "technically under-qualified".

"While the report notes that teachers have enjoyed significant salary increases over the last few years, this needs to be considered against the background of the legacy of historical inequalities in and the sexist nature of apartheid education.

"In addition, it must be noted that private sector employees earn more than their counterparts in the teaching profession. We hold the view that there is an urgent need for a revision of teacher salary scales in the transition to a new, national, nonracial system of education."

tion," Vadi said.

The report suggests that a sustainable teacher salary structure could be developed by:

- Redefining teacher competence in terms of effective teaching and learning in the classroom;

- Setting "realistic" minimum qualification levels for different teaching positions in terms of level of education and training required to perform the job;

- Restructuring teacher salaries on the basis of payment for the level of responsibility of the position;

- Developing a new teacher appraisal system which recognises teaching experience and rewards good performance; and

- Creating a career path to keep excellent teachers at their teaching posts rather than forcing them into administration.

Disparities in the salaries, the report suggests, could be reduced if the position of poorly paid and underqualified teachers was urgently improved without raising average salary levels to "unsustainable levels".

This, the report says, can be achieved by compressing the existing scale from the top and the bottom.

To achieve this, measures that could be taken include combining the categories at the bottom end of the scale and increasing the salaries paid at this level; the appropriate upgrading of priority categories of under-qualified teachers; phasing out the categories at the top end and adjusting the scales and controlling increases in salaries at the top end of the scale, according to the report.

"We believe that the National Education and Training Forum should establish a committee on teacher policy to initiate the process," the UF adds.

Pyper added: "Naptosa regards the whole issue as a complex matter which can only be seen in perspective once all the relevant factors and variables are taken into account."

Vadi said the report has placed, before the key stake holders, a valuable set of policy options for change in the short, medium and long term.

"The teacher salary structure is complex and cumbersome with wide disparities between those at the top and lower ends of the salary scales."

"The existing qualifications and post levels favour white teachers and the salary scale is sexist in terms of the benefits offered to women educators, black and white," Vadi added.



Confrontation looms

Plan for 'total onslaught' by teachers

Star 29/11/93

■ BY MONTSHIWA MOROKE

Relations between the Department of Education and Training (DET) and the South African Democratic Teachers' Union (Sadtu), especially the Soweto branch, continue to deteriorate.

On Friday, Sadtu's Soweto media officer, Solly Mautjana, told a press conference that because of the DET's "intransigence", the union had resolved to "intensify the total onslaught campaign" against the department. He did not elaborate.

DET acting director-general Dirk Meiring said his department had held "constructive" discussions with Sadtu's national executive at which the "no work, no pay" principle was explained.

"Nowhere in the world can any education department be expected to pay their teachers not to teach the children. This would be an abuse of public funds.

"In August, Sadtu ignored appeals to discontinue its planned strike from August 16. In addition, on August 12 the department was successful in obtaining

an interim interdict against Sadtu in the Supreme Court in Pretoria," said Meiring.

He said the judge had made particular note that the court order was made in the interests of the children.

Mautjana said Sadtu disagreed with that principle and wanted to know how anyone could be expected to work when they had not been paid.

Schools in the townships officially close on Friday.

Sadtu also says that all progress reports should be held back by individual teachers until further notice (321).

On Thursday, a Sadtu Soweto branch official, Meshack Tshabalala, was arrested and taken to Hillbrow Police Station in handcuffs during a picket outside the DET Johannesburg regional offices in Braamfontein.

Other Sadtu members then marched to Hillbrow, where they toy-toyed outside the police station and demanded his release.

Tshabalala was later warned and released after being charged with obstructing traffic. He is to appear in court on February 11.

Viability of Mozambique elections threatened

Funds, landmines hold up return of refugees

■ STAR AFRICA SERVICE

Maputo — Africa's biggest refugee operation — the return of the one-and-a-half million people who fled to neighbouring countries to escape the Mozambican war — is being hampered by lack of funds and by landmines.

These factors have also delayed the return home of a further 4.5 million people who were displaced by the fighting to wander as refugees within their own country.

Accord

Unless all these millions are returned home before the election in October the viability of the election may be called into question.

When the accord ending the war was signed in Rome in October 1992 the United Nations High Commission for Refugees (UNHCR) drew up a three-year plan, costing R670 million, for the return of the Mozambicans who had fled into Malawi, Zimbabwe, Zambia, Swaziland and South Africa.

But while most are anxious to return home only a few thousand have so far managed to do so. Latest estimates are that

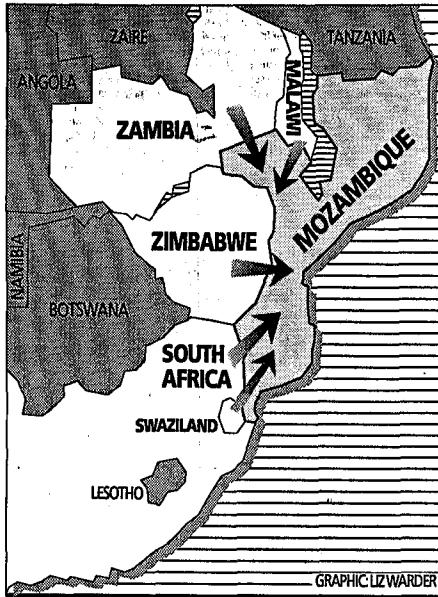
only about half will have come home by May — only five months before the election.

A report released last week reveals that only R112 million of the R181 million required for the first year of the UNHCR plan has been committed by donor governments.

The operation is also being held up by the delay in the demobilisation of the two armed forces that fought the war. Many refugees refuse to return home while the soldiers are still under arms and capable of going back to war.

In many cases it has proved impossible to send the refugees home because the roads leading to their villages have not yet been cleared of mines. Even if they are able to get home they cannot always cultivate their fields because these, too, are still infested with mines.

Only about 1.5 million of the 4.5 million displaced persons have returned home, and the pace will have to be speeded up considerably if the remainder are to be able to register and vote in the election.



GRAPHIC: LIZ WARDER

'We might withhold exam agendas'

Star 30/11/93

■ BY JUSTICE MALALA

The SA Democratic Teachers' Union yesterday urged a meeting with the Department of Education and Training (DET) to defuse the looming confrontation over salary deductions.

Sadru general secretary Randall van den Heever said while the union was waiting for a response from the DET, its branches would consider action to get the department to stop the deductions. A meeting would be held next week to decide on the various proposals, he added.

The DET has deducted money from salaries of Soweto teachers who downed chalk in May and August and from others countrywide who took part in the August strike.

Van den Heever said some of the actions being considered were the withholding of exam schedules from the DET. A national strike next year could "not be ruled out if the issue is not resolved", he added.

The union also reiterated its rejection of the Department of National Education's 5.6 percent salary increase offer, saying it fell "far below" its 12.5 percent demand.

The DET could not be reached for comment.

Sadtu may strike again

Sowetan 30/11/93
THE SA Democratic Teachers' Union could go on strike again early next year following its rejection of a 5,6 percent salary increase offered by the Department of Education and Training.

In rejecting the increase, which is to come into effect next April, Sadtu said it was an attempt by DET to "pass the buck" to the new government to be elected next year. (321) (321)

"The Government is trying to put the union on a collision course with a newly-elected government. We deny them that chance and will not sign their document of agreement," Sadtu vice president Mr Squire Kumalo said yesterday.

Meanwhile, a row is brewing between DET and the Soweto branch of Sadtu following a call by the union that its members submit Sub A to Standard 9 schedules to its offices at Funda Centre.

Spokesman Mr Solly Mautjana said the action was part of the union's "total onslaught" to force DET to refund teachers whose salaries were deducted during the teachers' strike in May. He also called on teachers to withhold progress reports.

The DET's Johannesburg office said the department would "take action against individuals who fail to submit the schedules as required by the rules".

Sadtu

1963/10/19/73

hits out
over pay
deductedThe Argus
Correspondent

JOHANNESBURG. — The South African Democratic Teachers' Union has urged the Department of Education and Training (DET) to meet it to defuse the looming confrontation over salary deductions.

Sadtu general secretary Heever said that while the union was waiting for a response from the department, its branches would be considering various forms of action to get the department to stop the deductions. A meeting would be held next week to decide on proposals from branches, he said.

The department has deducted money from teachers of Soweto strike in May and August this year, and from teachers countrywide who took part in the August strike, Mr Van den Heever said.

This move drew vigorous opposition from teachers, particularly in Soweto, where the two parties have been involved in many skirmishes.

Mr Van den Heever said actions proposed included withholding exam schedules from the department when schools reopened. A national strike next year could "not be ruled out if the issue is not resolved".

He accused the DET of using the deductions to bash the union, saying Sadtu members who had resigned from the union had been reimbursed.

The union also repeated its rejection of the Department of National Education's 3.6 percent pay rise offer, saying it fell "far below" its 12.5 percent demand.

The union said the department's offer would be implemented on April 1, which fell in the next financial year.

"We reject the right of the present government to make salary deals for a financial year that falls in the term of office of a new government," Mr Van den Heever said.

The DET could not be reached for comment late yesterday.

intended to provide a temporary insurance for a period of up to a year for those people who unfortunately cannot maintain an income.

Mr L. FUCHS: Mr Speaker, I have great sympathy for the hon Minister who is grasping at straws in an effort to undo the mess the Government has created over many years. [Interjections.] It is certainly not his fault or his doing that for more than 40 years successive pathetic NP governments did nothing, or very little, to encourage home ownership in South Africa, particularly amongst the middle class. It is also not his fault or his doing that the situation is now so desperate that something just has to be done.

I am afraid that the levying of taxes on property owners only is not the answer to our housing problems in South Africa. It is a robber-baron look at the solution being proposed by the Minister to which my colleague and I and the hon member for North Rand has already alluded.

The DP has always believed that private property ownership is the cornerstone of any democratic society, and the Government should do everything in its power to encourage the ordinary man in the street to own his own home.

Home ownership creates stability and growth at a time when South Africa desperately needs both. However, we do not believe it is correct or fair to expect already overburdened property owners to bear the brunt of providing low-cost housing to the poor, certainly not on their own. The burden should be spread evenly between the Government and all South African citizens. It does not make sense to punish those people who have already contributed and who are struggling to keep their head above water.

This scheme will cause great hardship, and I enquire from the hon the Minister how many bond foreclosures he expects will be introduced as a result of such a scheme. The scheme, as I have said, is a robber-baron economic scheme in which the Government is stealing from Peter to pay Paul. We suggest that the hon the Minister should reconsider this position.

Mr L A DE WAAL: Here we once again have the classic pendulum effect—one extreme eliciting another extreme. First we had no help in this regard for years and years, and now we are squeezing all the juice out of the apple as quickly as possible.

The fact of the matter is that the association of lenders—the banks—cannot approve the system. It will ruin the banks financially. This is what it is all about.

Furthermore it is the view of the banks that the Sastria definition—and it be would be greatly appreciated if the hon the Minister could examine this aspect, because it would benefit him too—is too narrow with regard to the political risks. It must be broadened because at this stage there will be too few pay-outs, and consequently the access to the fund which ought to be there is lacking. The hon the Minister used the USA as an example. However, the USA has the advantage that one can write off one's bond against one's tax. [Time expired.]

THE MINISTER FOR NATIONAL HOUSING: Mr Speaker, both the hon member for Hillbrow and the hon member for North Rand are still on the wrong track here. They seem to be interpreting a straightforward and insurance policy as a form of taxation. We do not want to take anybody, and we are not forcing anybody to take this form of mortgage. It is a very simple and straightforward affair.

In order to provide houses in this country, one has to have private-sector finance. There is no other way of doing it. In order to have private-sector finance, one has to relieve the mortgage lenders of inordinate risk. [Interjections.] I have had dealings with all the major banks in this country, and they are very favourably disposed towards this idea and have encouraged me to take it further. I therefore do not know why that hon member says that they are not interested. [Interjections.] They are in fact meeting with me on this issue and are very anxious to get this insurance, because it is the only way that they can contemplate lending money in an abnormal situation.

We are going to be providing that insurance. I do not know what the premiums will be—the actuaries are busy with that at the moment—but they will be based on data collected from those private banks. Those banks are assisting us in putting together this product because they believe that it is the only way in which they will be able to re-ventilate this market with a figure of anything up to R5 billion a year. That is twice the amount of the Government's budget for housing.

All I am saying to that hon member is that for a

very nominal and reasonable premium, we will be able to have three times the amount of finance for housing in this country, and three times the amount of housing. Within a few months, we will be able to start a housing programme in this country for the first time in something like a decade. This means that we are in actual fact dealing with those people's needs and not overburdening them. We are spreading the premiums among the rich and the poor so that the poor will be paying a very nominal amount to get the kind of cover that they need. It is, however, a matter of choice. They either get at modest cost a form of insurance, or they get no house. I think that they will have to make that choice.

Debate concluded.

INTERPELLATION

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

Own Affairs:

HANSHED 11/2/93

Training of teachers: responsibility Education and Culture:

1. Mr R M BURROWS asked the Minister of Education and Culture:
 - (1) Whether the training of teachers at universities, technicians and colleges of education will be a provincial or government responsibility in a new constitutional dispensation;
 - (2) what will be the relationship of the level of government responsible for teacher-training vs-d- vs the other level of government?

B107/E INT

THE DEPUTY MINISTER OF EDUCATION AND CULTURE: Mr Speaker, I would like to elaborate on the following points on behalf of the hon the Minister. Governmental responsibility for the training of teachers has three main facets, namely matters of governance, academic affairs and finance.

The draft constitution makes it quite clear that all education other than that offered by universities and technicians falls under provincial con-

trol. Consequently, teacher education offered at universities and technicians falls under national jurisdiction, while colleges of education fall under provincial jurisdiction.

As far as academic affairs are concerned, currently teacher education programmes largely rely on white papers for the evaluation of South African qualifications for employment in education, which certification is in the hands of universities or the relevant education departments.

Normative measures for teacher education have been under discussion for some time, and the hon member for Pretoria will recall that an attempt was made to draft legislation for a certification council for teachers' education.

This proposed policy could not gather enough support to ensure its legitimacy and the matter was dropped. In the new dispensation this may well be a matter requiring national co-ordination. However, this is a technical question still under consideration by the Committee for Teacher Education Policy, and the hon the Minister cannot commit himself to a specific structure or level in which the responsibility will be vested. Consensus is, however, growing around the idea of an accreditation council for teacher education.

Colleges of education will be financed by the provinces, while teacher education programmes at universities and technicians will be financed nationally.

As far as the relationship between the two levels of government dealing with the provision of teacher education is concerned, I want to suggest that it will be one of growing co-operation and trust. I say this because the new constitution is more of a consensual model than the present one. The task is a shared one and the solid province of co-operation between the institutions thereof is as evolved as a result of negotiations reached between universities and colleges of education.

Mr M BURROWS: Mr Speaker, the training of teachers under the present education legislation of this House is devolved on three structures, namely universities, inter-tertiaries and colleges of education. I fly with together as a unit. Colleges are linked to universities. Every single college of education falling under the jurisdiction of this hon Minister's department has a relationship with a certain university.

Education officials and teachers meet on bonds

ARC 9/12/93

(321)

Education Reporter

DEPARTMENT of Education and Training officials and representatives of the South African Democratic Teachers' Union (Sadtu) have held talks in Pretoria.

The discussions yesterday concerned the resumption of the relationship between the DET and Sadtu as an employee's representative organisation, department spokesman Corrie Rademeyer said.

The DET suspended its relationship with the union on September 24 because of "a range of unlawful actions by Sadtu and its members", Mr Rademeyer said.

It had been impossible for the DET to maintain a constructive relationship with Sadtu because of

strikes, pickets, sit-ins, intimidation of non-members and expulsion of principals and teachers, he said.

The union's prolonged defiance campaign of boycotting DET officials, refusing class visits, ignoring work attendance registers and refusing to submit leave forms was also a major obstacle to a normal relationship.

At yesterday's meeting Sadtu undertook to submit a written report on its position regarding unacceptable labour practices two days before next Wednesday when another meeting is to take place.

"The department remains deeply concerned about the effects of Sadtu's conduct on pupils and the community at large," he said.

Teachers' campaign 'a problem'

Business Day Reporter

THE Department of Education and Training (DET) said yesterday it could not maintain a constructive relationship with the SA Democratic Teachers' Union (Sadtu) because of the union's prolonged defiance campaign.

After talks with Sadtu in Pretoria yesterday on the relationship between the DET and Sadtu, DET communications manager Corrie Rademeyer said the relationship had been affected by strikes, picketing, intimidation of non-members and expulsion of principals and teachers.

However, a provisional date of December 15 had been set for a formal meeting between the two parties on condition Sadtu came up with a formal response on its position prior to the meeting.

Sadtu secretary-general Randall van den Heever said the purpose of both yesterday's meeting and that later this month was to resolve the application of the principle of "no work, no pay".

If the issue was not resolved, Sadtu would be hard pressed to stop its membership from taking action when schools opened early next year.

The formal relationship between the DET and Sadtu was suspended by the DET on September 24 because of union actions the DET described as unlawful.

Sadtu's campaign to go on

Star 6/12/93

■ BY JUSTICE MALALA

The Soweto branch of the South African Democratic Teachers' Union says it will continue with its campaign against the Department of Education and Training even during the school holidays.

Sadtu started its campaign to force the DET to refund teachers who had money deducted from their salaries after they went on strike.

Sadtu branch chairman Matakanye Matakanye said yesterday the last results of internal school examinations would be collected and stockpiled at the branch's office at the Funda Centre this week.

The union vowed the results would not reach the DET until members had been refunded.

Matakanye said the branch executive would meet on Wednesday to review the campaign's progress and would then consider what further action to take. (321)

The DET warned last week that action would be taken against those who withheld results, saying withholding of results constituted a strike.

DET puts pressure on union

Star 2/12/93

■ BY JUSTICE MALALA

Strained relations between the SA Democratic Teachers' Union (Sadtu) and the Department of Education and Training worsened yesterday when the DET said it would take action against the union for withholding internal examination results. (321)

DET deputy director-general Roelf du Preez said the union's action constituted a strike in terms of the new Education Labour Relations Act.

He said the DET had written to the union asking it to "unequivocally declare within 24 hours its standpoint" on its retention of the exam results.

The union is demanding that the DET refund money deducted from salaries while teachers took part in strikes in May and August.

No Sadtu pledge of normal schooling

KATHRYN STRACHAN

THERE were no signs that 1994 would see fewer disruptions in black schooling, SA Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana said yesterday.

"We are committed to a disruption-free year but it is impossible to guarantee that in the face of DET provocation," he said.

Before schools had even opened in the new year, the Department of Education and Training (DET) and the union were already clashing over the "no work, no pay" issue.

Mdladlana said the year had got off to a bad start, with the department deciding to go ahead with its plan of making deductions from the December salaries of teachers who took part in the August strike. *2001*

While the DET said its recognition agreement with the union included the principle of "no work, no pay", Mdladlana said the union had never accepted this clause.

He accused the DET of penalising only certain teachers in an attempt to divide the union. He said the DET could not make the deductions because teachers, while on strike, had still reported for work in the mornings. "It is not up to the department to decide what a working day is," he said.

Sadtu would decide at its national conference late next month whether to sign a new recognition agreement with the DET, said Mdladlana, but initial indications from regions were that the agreement would not be signed. As the DET had a remaining life of only a few months, a new agreement was not considered necessary. *30112193*

Mdladlana rejected the DET's allegation that Sadtu had repeatedly broken the original agreement by failing to act in terms of the Labour Relations Act and by not using proper channels of communication. *(321)*

Sadtu delays response to DET proposal

Sowetan 23/12/93

By Bongani Mavuso

THE SA Democratic Teachers Union yesterday postponed to January next year its response to an agreement proposed by the Department of Education and Training during negotiations between the two parties on Tuesday.

In a statement, DET acting director-general Mr Dirk Scholtz said the DET suspended its "relations" with the union because of Sadtu's "unfair labour practices" (321)

Scholtz alleged that at Sadtu's request, a mediator from the Independent Mediation Services of South Africa facilitated the current negotiations between Sadtu and the DET.

At the negotiations, Scholtz said, the DET submitted a "final offer" by proposing for an agreement covering labour action and the application of the principle of "no work, no pay".

"Among others, the proposed agreement contained an offer by the DET to spread out deductions for leave without pay following the teachers' strike in August," he said.

In terms of the DET's offer, the deductions will be spread out over a period ending in March next year. Where deductions had been made, a pro rata part of the amount was to be refunded to teachers in order to spread the deductions over the remainder of the "deduction period", Scholtz added.

DET holds on to scripts

Sowetan 15/12/93

By Sowetan Correspondent

THE marking of Western Cape matric exam papers came to a standstill yesterday when authorities denied teachers access to scripts.

Markers arrived at the Bellville College of Education to find that exam scripts had been locked away.

Late yesterday teachers decided to suspend a marking go-slow called in protest over deductions from some salaries because of the August strike.

Department of Education and Training area director Mr Johan Brand said his department head office would decide when teachers would be able to continue marking.

Spokesman for the markers Mr Zola Pahlane said teachers were "puzzled and confused" at being refused to be able to mark the papers.

This decision seemed to contradict the DET's objectives of having all papers marked by December 20.

Markers believe that the DET's move is illegal and they had contacted attorneys, Pahlane said.

Teachers had a written agreement with the DET in which they committed themselves to marking.

Pahlane said the markers' protest, now suspended, had aimed to highlight the plight of hundreds of DET teachers and their families who were facing a dreary Christmas because of arbitrary pay deductions.

Some teachers had left with pay packets of as little as 88 cents for November.

Teachers also wanted to remind the DET that the struggle over salary deductions would be pursued into the new year.

Underqualified teachers a problem

Education Reporter

THOUSANDS of teachers' qualifications must be improved and more staff have to be trained to cope with compulsory schooling from next year.

This is according to the latest profile of South African teachers which also discloses that fewer than 40 percent of black school staff have the state's minimum qualifications.

Education Foundation researchers Monica Bot and Angela Arnott say these needs have big implications for education spending.

Salaries account for about 80 percent of the education budget which is unlikely to be increased. "Innovative solutions" are needed, they conclude.

According to Ms Bot and Ms Arnott teacher to pupil ratios in black schools vary dramatically.

In QwaQwa high schools teachers have classes of 33 pupils, while in KwaZulu classes average 42. But in some rural areas classes exceed 100.

Officially, teachers are expected to have a matric and three years' training.

Nearly all Indian and white teachers meet these requirements, but only 37 percent of black teachers and 59 percent of coloured teachers met them in 1990.

More than a fifth of black teachers do not have matric.

The shortage of properly trained maths and science teachers is a crucial reason for the lack of interest and bad performance of black pupils in these subjects, they say.

Last year most maths and science teachers in the Department of Education and Training had less than five years' experience in these subjects and two thirds were unqualified to teach them.

Of all South African teachers, more than 45 percent are underqualified and half are younger than 35 with less than 10 years' experience.

DET will not spare the rod

PRETORIA. — Teachers who fail to submit results of internal examinations to the Department of Education and Training will face disciplinary action, the department warned in a statement yesterday.

Withholding results was unlawful, and the department was conducting a survey to establish which teachers were guilty of it, the statement said. (321)

The DET said it had been informed by the South African Democratic Teachers' Union that it had not instructed its members to withhold results. — Sapa (321)

CT 7/12/93

DET challenges teachers' union

JOHANNESBURG.— The withholding of internal examination results by the South African Democratic Teachers' Union (Sadtu) constituted a strike in terms of the new Education Labour Relations Act, the Department of Education and Training said yesterday. (321)

The act cleared the way for authorities to defend education against unbridled labour action, the DET said. (3112/93)

It challenged Sadtu to make its position on the withholding of examination results known within 24 hours. — Sapa

Spokesman

(321) 5
not from DET

JOHANNESBURG. — In a Sapa report published in the Cape Times yesterday a Department of Education and Training spokesman was quoted as saying a go-slow affecting the marking of matriculation examination scripts in the Western Cape would continue until the DET had refunded deductions made from salaries of teachers who took part in a strike earlier this year. The spokesman was, in fact, from the SA Democratic Teachers' Union. The error, according to Sapa, arose during Sapa's monitoring of an SABC radio news broadcast. — Sapa

Teachers meet to debate pay cuts row

21/12/93 (321)

□ Deal to refund union members overruled

JOHN VILJOEN
Education Reporter

THE storm over deductions from the pay of teachers who went on strike in August is set to intensify after officials in Pretoria overruled an agreement to refund union members.

Members of the Khayelitsha branch of the South African Democratic Teachers' Union (SadtU) meet today to discuss their response to the pay cuts.

SadtU national secretary Randall van den Heever said yesterday the move was "sure to spark off a fresh confrontation between the union and the Department of Education and Training".

Last week the department's

Cape Town office agreed to refund teachers from the union's Khayelitsha branch who could prove they were at school during the two-week strike.

Union sources said refund cheques were made out but held back at the last minute on orders from Pretoria.

Mr Van den Heever slammed the department's "top-down intervention" in the negotiated agreement with Western Cape area director Johan Brand.

The interference broke agreements reached between the union and the state to resolve conflicts as quickly and at the lowest level possible, Mr Van den Heever said.

Union Khayelitsha branch chairman Zondile Hewu said

about 350 teachers were affected by deductions, including a primary school staffer whose November pay was reduced to R2,87.

Deductions varied, Mr Hewu said. The largest he was aware of was R1 800.

"We are angry, more than we were before receiving pay slips," he said.

"We are going to do everything in our power to make sure teachers are paid before we close."

Khayelitsha teachers could take various forms of action to have the deductions reversed.

These would be discussed at today's meeting, he said.

The union's national executive has called for renewed talks with the department over the deductions issue.

TEACHERS — GENERAL

199~~4~~

JAN. — DEC.

40 teachers in court for demo

(321) Staff Reporter

21/12/74
MORE than 40 South African Democratic Teachers' Association (Sadtu) members appeared in the Cape Town Magistrate's Court yesterday in connection with attending an illegal gathering on June 6 in Adderley Street.

Two also appeared in connection with obstructing traffic.

The case was postponed to February 21.

Sadtu seeks order to stop deductions

(32)
CT20/1/94

THE SA Democratic Teachers' Union (Sadtu) is to seek an urgent interdict to stop the House of Representatives deducting money from the salaries of teachers who took part in an illegal strike last year.

Sadtu general-secretary Mr Randall van den Heever said yesterday that while Sadtu accepted the principle of no work no pay, teachers were "looking forward to receiving a full salary at this time of the year".

Mr Van den Heever claimed the Department of Education and Culture was using the deductions to disrupt education early in the year.

Sadtu branches nationwide were meeting to discuss action, he said.

Mr Linda Qada, principal of Guguletu Comprehensive School, said he feared that should there be turmoil in House of Representatives schools, it would spread to other schools.

A teacher at Elsie's River High School, who declined to be named, said if teachers took strike action they should be prepared for the consequences.

"The culture of learning should be promoted this year," he added.

Democratic Party education spokesman Mr Roger Burrows said the dispute over deductions should be submitted immediately to the National Education and Training Forum. — Staff Reporters and Sapa.

Sadtu calls on TEC to help solve disputes

321

ARC 25/1/94

□ Disagreement over deductions

JOHN VILJOEN, Education Reporter

THE Transitional Executive Council should intervene urgently to resolve education disputes, says the Western Cape branch of the South African Democratic Teachers' Union.

In a statement yesterday Sadtu demanded that all salary deductions made from teachers' pay because of the strike in August be refunded immediately and that no further money be taken off until the matter had been negotiated.

Sadtu called for education authorities to honour the terms of the National Education and Training Forum's founding agreement, which committed the forum to creating a culture of learning and teaching.

Education departments should honour recognition agreements which accepted Sadtu's collective bargaining status and stop isolating individuals.

The TEC should intervene in the present crisis since it could destabilise the political situation.

The union's Western Cape region said it was not contesting the international principle of no work, no pay.

But the application of this law by education departments was riddled with inconsistencies.

Meanwhile, Sadtu's Athlone East branch is to co-operate with the Department of Education and Culture to try to solve at least some of the problems facing schools.

Teachers had read in the Press that the department described schools as running smoothly and the situation as normal, branch chairman Selvin Daniels said.

"Our analysis is different and we are experiencing problems."

He described the department's response during a meeting at its regional office in Athlone yesterday as "very favourable".

The department and the union had agreed to work together to try to solve problems of overcrowding and the freezing of key posts at schools.

Some primary school teachers were having to deal with classes of 40 to 50 pupils, he said.

But there were no commitments from the department on the issues of salary deductions or the appointment of temporary teachers.

27/11/94
**DET salary
cuts deferred**

The Department of Education and Training announced yesterday it would defer further salary deductions resulting from the South African Democratic Union's "unlawful" strike in August last year. (321) 257

The DET said it had informed Sadtu of the deferment.

The DET said several concerns were raised with Sadtu yesterday, including "the fact that the department has done everything that it could in its endeavours to eliminate conflict and thus promote learning in schools". — Sapa.

Sadtu wants year of learning

By **THEMBA KHUMALO**
Political Reporter

THE South African Teachers' Democratic Trade Union could not guarantee that its members would not disrupt black education this year – although they are committed to peaceful learning.

This was the view of Sadtu assistant general secretary Thulas Nxesi, who was speaking at an Institute for Multi-Party Democracy debate titled "Black Matriculation results – a disaster".

CIP news 20/1/94
Explaining the Sadtu position, Nxesi said the poor working conditions which caused the 1993 strike still exist.

"Although we are committed to a disruption-free teaching and learning year, we are concerned about the appalling material conditions under which teachers are expected to do their job.

"Three weeks after the re-opening of schools the Department of Education and Training hasn't delivered the required textbooks and stationery," he said.

He said the teacher/pupil ratio remained high, in some cases 99 pupils a teacher. (321)

Also some teachers have not been paid their three-month salaries since November after education authorities made heavy deductions from those who came out on strike.

Nxesi said it was a "dangerous illusion to think that in the next five years education problems will be solved".

"We would like a government that will work together with the labour movement and the students."

Blacks protect white teachers

CT 3/2/94 (321) (322)

Staff Reporter

A GUGULETU principal, schoolteachers, parents and pupils united this week to protect white teachers allegedly under threat by Azanian Students' Movement (Azasm) pupils who have vowed to oust them.

The Azasm pupils allegedly claim the white teachers are filling posts that should go to black teachers.

Guguletu Comprehensive High School principal Mr Linda Qaba said yesterday Azasm pupils at the school had decided to assault and stone white teachers on Tuesday to chase them away. However, the alleged attack plan was thwarted when 60 parents arrived at the school to protect the teachers.

Attack plan thwarted by parents

Mr Qaba said parents and teachers had met on Sunday to plan to protect the white teachers, who make up 20 of the school's 48 teaching staff.

No intimidation or threats had materialised at the school on Tuesday, he said. But he noted that Azasm supporters had said they would continue with the campaign, which could be reactivated at any moment.

Mr Qaba said Azasm pupils constituted a "tiny minority" of

the school's 1 400 pupils. The vast majority of pupils were supporting teachers' and parents' efforts to counter the threats.

"Any pupil who attacks, stones or threatens my teachers will be expelled," Mr Qaba said.

"I am totally against the Azasm campaign, which is against my principles of non-racialism. The white teachers are happy and secure at the school."

Mr Qaba said he had received the support of the SA Democratic Teachers' Union (Sadtu) and the ANC.

● A compromise between Sadtu and the administration of the House of Representatives (HoR) over the dispute about the deduction of pay after the teachers' strike last year is on the cards, it emerged yesterday. — Staff Reporter, Political Staff

South Africa Strike bill

25/12/94
Many members of the South African Democratic Teachers' Union (Sadtu) face a bleak year after huge amounts were deducted from their salaries.

Last year thousands of Sadtu members went on strike for what they believed to be legitimate demands involving working conditions. (321)

The union's victories included a living wage for lower category teachers and the establishment of the National Education and Training Forum (NETF), a union spokesperson, Ms Jean September said.

"Despite the increased militancy among teachers, the state still chose the route of confrontation by deducting teachers' salaries in an arbitrary manner," September said.

She said Sadtu did not dismiss the universal principle of "no work no pay", but insisted that the bosses negotiate before punitive action is taken.

"The Department of Education and Training (DET) and the Department of Education and Culture (DEC) in the House of Representatives started to deduct wages from Sadtu members. The DET officials demanded that teachers prove that they were at school and teaching," she said.

"They were expected to produce record books and dated student books during the December holidays."

September said inconsistency was especially prevalent within the HoR. "Teachers who were on study, sick and maternity leave during the strike also found their salaries deducted."

"The new Education Labour Relations Act legalises teachers' strikes and the establishment of a strike fund. Sadtu branches must start strike funds so that we can be prepared in future."

Sadtu warns minister over pay dispute

ARC 1/3/91
Education Reporter

THE South African Democratic Teachers' Union (Sadtu) is "outraged" at National Education Minister Piet Marais's refusal to meet it to discuss the "no work, no pay" dispute.

Sadtu has threatened to take the dispute to the Industrial Court if Mr Marais refuses to talk to the union.

The union's national council said in a statement it had picked up many discrepancies in the way deductions were made from teachers' pay after the August strike.

In many cases, money had been deducted from non-strikers — as much as R1 800 in January, the council said yesterday.

There had been no meaningful negotiations between Sadtu and education authorities on the "no work, no pay" issue.

This lack of communication contravened the Education Labour Relations Act, the council said.

Sadtu hints at school disruption

By Bongani Mavuso

THE South African Democratic Teachers' Union yesterday hinted at further disruptions to schooling over "the no work, no pay" principle.

This follows what Sadtu said was the refusal by the National Education Minister, Mr Piet Marais, to meet the union over the "no work, no pay" policy.

In a statement, the union's national council said it was "outraged" by Marais' refusal to meet the union to resolve the pay dispute arising from last year's national teachers' strike. "Sadtu has picked up numerous discrepancies in the manner and procedure by which teachers' salary deductions have been made against striking teachers," Sadtu said.

The union alleged that non-striking teachers had also had salary deductions of up to R1 800 in January 1994 in various education departments.

Marais said yesterday he was not "involved in the dispute between Sadtu and certain ministers of education".

"This is a matter to be discussed between Sadtu and the ministers employing the teachers. I am not responsible for education departments and obviously have no jurisdiction over them." He had referred the matter to the relevant departments.

According to Sadtu, there have been no meaningful negotiations between itself and education authorities on the issue of the "no work, no pay" policy.

This, the union said, contravenes the relevant provisions of the Education Labour Relations Act of 1993.

Sadtu said it planned to take the dispute to the Industrial Court if Marais continued to refuse to meet it. "A failure to resolve this dispute speedily is likely to result in further disruption to schooling countrywide," Sadtu added.

SALES
HOUSE

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C L E

FOOTWEAR

Ladies Formal Shoes

Ladies Casual Shoes

Teenage Casual Shoes

Mens Formal Shoes

Teacher hits back at 'my racial dismissal'

□ 'Sacked' by parents of Worcester pupils

PATRICK FARRELL
Supreme Court Reporter

A WORCESTER English teacher has asked the Supreme Court to review and set aside parents' decision to dismiss her from her post at a coloured school because she is white.

Helen Bean brought the application against the Minister of Education in the House of Representatives and the principal of the Esselen Park senior secondary school.

She said in papers she had been teaching at the school since June 1988 and was the *de facto* head of department.

She said she had been told by the then headmaster, Mr Tobias, in 1992 that she could apply

for the head of the English department. She did this but was turned down as she was not part of the permanent staff.

She said she discussed the matter with Mr Tobias and it was decided she should wait until last year when she would apply for a permanent position.

She said she had a "legitimate expectation" a permanent post would be advertised and that she would be able to apply for it.

Mrs Bean said Mr Tobias retired last year and a new headmaster, Mr Van Aarde, was appointed. Mrs Bean said she had to apply to renew her position at the end of last year and was told in January that her employment had been terminated.

She said the decision to ter-

minate her position was taken at a parents' meeting which she was not allowed to attend.

She said the decision was based solely upon the fact that she was not coloured and it was "grossly unreasonable".

She said the decision to replace her appeared to be based on racial grounds and there was nothing in the regulations which established the appointment of teachers on racial grounds.

She said her employment was terminated without her having the chance of stating her case and she was now without income.

The hearing was postponed to March 28 to allow replying papers to be filed.

ARL 22/3/94 (321)

NEWS Demand to halt p

Sadtu denies De Beer claim

Sowetan

24/3/94

THE Government says the South African Democratic Teachers' Union has recognised the principle that teachers do not get paid if they do not work. (321)

Minister of Education and Training Mr Sam de Beer made this statement after talks with Sadtu yesterday.

De Beer said a report would be made to Sadtu next week on the application of the "no work, no pay" principle for teachers who took part in a strike in August last year.

Misinterpretation

Sadtu yesterday denied accepting the "no work, no pay" principle and accused De Beer of deliberately misinterpreting the outcome of a meeting held on Tuesday.

The union said De Beer had agreed to respond to a union proposal which avoided salary deductions.

"In addition, the minister agreed to extend the moratorium on deductions," the union said.

De Beer, who is expected to respond within the next week, and Sadtu have been discussing wage deductions since the teachers' strike last August. — *Sapa*.

Students declare 25⁽³²¹⁾ white teachers removed ^{CT 25/3/74}

PRETORIA. — The Azanian Students' Movement yesterday claimed to have removed 25 white teachers from black schools here since its campaign started at the beginning of March.

Azasm deputy president Mr Kgomoiso Modiselle said the organi-

sation had forced 15 teachers to resign from the Central State School and 10 from Bokgoni Technical Secondary.

A Department of Education and Training spokesman said 15 white teachers had not been employed at Central State in the past two years. — Sapa

'We've removed 25 white teachers'

The Azanian Students' Movement claimed yesterday to have removed 25 white teachers from black schools in the Pretoria area since its campaign started at the beginning of March.

Azasm deputy president Kgomotso Modiselle told a press conference in Pretoria that the organisation had forced 15 white teachers to resign from Soshanguve's Central State School and 10 from Bokgoni Technical Secondary in Atteridgeville.

However, a Department of Education and Training spokesman said 15 white teachers had not been employed at any one time in the past two years at Central State.

"For the past two years we had only four white teachers there and they were transferred to Kgomotso Secondary School in the same township. This was due to restructuring and had nothing to do with Azasm's campaign," he said.

At Bokgoni Technical, the

DET spokesman said, Azasm was climbing on the bandwagon because this week's class disruption and stoning of a minibus transporting white teachers was a result of internal problems.

The spokesman said a youth organisation had been refused permission to hold a meeting during school hours, which led to the stoning.

A joint statement by Azasm and its parent, the Azanian People's Organisation, said white teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers roamed the streets with diplomas and degrees.

Modiselle said Azasm and Azapo called on black pupils to return to school under protest while Azasm continued its campaign to remove white teachers.

Azasm would submit to the DET a list of qualified but unemployed black teachers in the Pretoria area. — Sapa.

Minister, education bodies discuss 'no work, no pay'

Education Reporter

(321) AR 15 27/5/94

THE "no work, no pay" dispute between teachers and authorities was among issues raised in the first meeting between National Education Minister Sibusiso Bengu and four major education organisations.

Professor Bengu yesterday met representatives of the National Education Co-ordinating Committee, the South African Democratic Teachers' Union, the South African Students' Congress, and the Congress of South African Students.

The organisations said in a joint statement after the meeting they had discussed labour disputes arising out of education rationalisation with the minister.

The parties discussed the establishment of a forum for the resolution of labour disputes.

There was a suggestion that teachers forfeit accumulated leave instead of losing pay for the August strike last year.

The organisations discussed with the minister the higher education funding crisis affecting students and tertiary institutions. There was a call for an urgent national conference on tertiary funding.

The schools crisis and the breakdown of a culture of learning and teaching was discussed. It was suggested there be a joint campaign to re-establish the culture of learning and teaching.

New education minister runs into early union row

321 ARG 2/6/94

□ 'Immoral for teachers to strike': Sadtu calls for Olckers sacking

JOHN VILJOEN
Education Reporter

REGIONAL education minister Martha Olckers should be "immediately removed" from office, the Western Cape branch of the South African Democratic Teachers' Union has said.

Sadtu reacted at its regional founding meeting to remarks Mrs Olckers made in an interview with The Argus last month.

The union said it noted "with great concern and anger" Mrs Olckers's statement that it was immoral for teachers to strike.

The union said Mrs Olckers had implied that Sadtu did not cherish the interests of all children.

Sadtu described her as "sin-

gularly ill-equipped, ill-prepared and unsuitable for the high office she has been assigned to".

Mrs Olckers had deliberately and irresponsibly acted contrary to the spirit of peace and reconciliation in which the new South Africa was born, Sadtu said.

She had effectively "closed the door" on Sadtu.

Her remarks had set the stage for open confrontation even before she had made any attempt to consult and find common ground with the union.

Mrs Olckers was making rash value judgments about a union which had courageously fought for better working conditions for teachers, and to improve the quality of education for children.

Mrs Olckers's statements on strike action showed that she saw herself above the law, because the new Education Labour Relations Act clearly made provision for strikes.

"She is being opportunistic in trying to discredit a specific teachers' union on the whim of her own distorted notion of what is and what is not acceptable labour practice, and she arrogantly seeks to deny teachers a right which governments throughout the world accept as legitimate," Sadtu said.

Mrs Olckers was in a regional cabinet meeting today and not available for comment.

The new Western Cape branch of Sadtu is a merger of the former Southern and Western Cape regions.



Regional Education Minister Martha Olckers

Union calls for MEC's resignation

CT 2/6/74
NEHAWU yesterday called for the resignation of the MEC for Education and Cultural Affairs in the Western Cape, Mrs Martha Olckers, over her alleged statement that it was immoral for teachers to strike (321)

The SA Democratic Teachers' Union has also called for the resignation of Mrs Olckers, who has called a meeting of leading educators on June 17 to discuss the issue.

Mr Shepherd Mdladlana, former president of Sadtu, who led the union during their strike last year, last night lashed out at the regional minister, describing her comments as "unfortunate" and "possibly treasonable". — Sapa

Teachers defend right to strike

ACT 4/6/94

321

SCHOOLING for thousands of pupils came to a halt for two weeks in August last year when teachers played their ultimate trump card in a labour dispute with the state.

In an interview last month, newly appointed Western Cape Education Minister Martha Olckers said her door was open to hear grievances.

But, she warned, she would "not look kindly" on strikers. It was "immoral" for teachers to withhold their labour.

Mrs Olckers' remarks touched a nerve and drew an angry response from the South African Democratic Teachers' Union (Sadtu) who called for her head this week.

She has refused to continue the debate over striking in the media, but others have spoken out on the issue.

Shepherd Mladlana, now an African National Congress MP, led Sadtu in their strike action last year. He called her remarks in the interview "unfortunate".

In terms of legislation passed in October last year, teachers now are able to strike legally.

■ Emotions run high whenever teachers talk of striking. Western Cape Education Minister Martha Olckers has said downing chalk is immoral as it hurts children rather than the state. Education Reporter **JOHN VILJOEN** investigates.

But, this action could be taken only if all other avenues had been exhausted, said an education department spokeswoman.

Naomi Peagam, past head of the Cape Province Parents and Schools Association, questions whether the state-teacher relationship will justify teachers going on strike.

"There are so many channels that perhaps we never have to reach that stage."

She agrees that the teachers' responsibilities compare to those of health workers.

"I would have thought children could be equated with patients," she said.

"As a parent, I would find it difficult to accept that an adult was doing that (withholding a service) to a minor."

It is hard for parents to consider the issue impassively, she conceded.

"The parents to whom I speak have very high ideals for their children, and parents cannot achieve these by themselves.

"Some of them did not have an education themselves and would never want to have their children in that situation."

Songozo Mjongile, president of the Congress of South African Students, was another to criticise Mrs Olckers' remarks.

Last year's strike had the backing of thousands of pupils who identified with the teachers' grievances.

Mr Mjongile said: "I think her (Mrs Olckers') remarks were irresponsible. A statement like that belongs to the past."

Sadtu's Basil Snayer said he found it "interesting" to hear Mrs Olckers, a National Party appointee, speak of morality — "something conspicuously absent from NP governance for more than 40 years.

"The whole debate is wrongly placed. Morality looks at the inherent goodness or evil of an action. But, what is good for some might not be good for others."

To consider whether a teachers' strike was moral or not implied a measure of irresponsibility and rashness on the part of strikers.

A teachers' strike should rather be tested for legitimacy. "Labour disputes always have been placed in a legal and not a moral framework.

"Governments throughout the world recognise this and make provision for negotiation, mediation and arbitration.

"Fortunately, South Africa is now moving closer to more acceptable labour relations legislation, but even the apartheid regime used to view a teachers' strike in legal terms, and not whether it was the right or wrong thing to do.

"Sadtu did not call on its members to strike in an irresponsible, impulsive way, as has been implied, but went through a very long, often laborious process of negotiation, bargaining, consultation and deliberation.

"Of course, we are not unaware of the high risk of casualties in this sort of action.

"The context of Sadtu's strike placed a huge responsibility on the union to consult broadly in order to seek the support of parents and students."

E Tvl teachers demand jobs

JOHANNESBURG. —
About 50 unemployed
teachers stormed the
Eastern Transvaal de-
partment of education
offices on Friday, de-
manding jobs (321)

The teachers, who
graduated last year from
the province's two teach-
er training colleges —
said they had been
turned away by authori-
ties because there were
no vacancies. — Sapa

Getting to grips with education

Mondli waka Makhanya in Cape Town



(321) NM 24-30/6/94

Formerly from the Eastern Cape — her CV describes her as "the first Afrikaans-speaking female mayor in Grahamstown" — Olckers has steadily climbed the greasy pole of establishment politics. She served in the President's Council, and was MEC for the Cape province, "being the first woman ever to hold such a post in South Africa".

Describing herself as an active supporter of women's rights and the equality and empowerment of women, Olckers lists her other interests as law and order, tourism, environment and defence.

Although she has had a bumpy ride into the new South Africa, the only sign that this bothers her has been an attempt to lower her public profile. After the furore over her tilts at school-boycotters and immoral strikers, she avoided any media discussion on the matter.

A substantive educational issue on which she has a clear public view is her dream to "ensure that by the time of the next election, everyone who qualifies to vote will be able to read and write".

Her other passion is to get politics out of the classroom. "I don't want to see the education of our children politicised. It has suffered enough already from politics. Once education is politicised it divides people," she argues.

Before her lies the prospect of sustained conflict with the South African Democratic Teachers' Union, which has its militant epicentre in the Western Cape. Her remarks about strikes sparked the first round of sparring — Sattu is pressing for labour legislation to cover the education sector.

"She still needs to school herself on educational issues, so I suspect she'll come very short on labour legislation," commented Sattu general secretary Vivian Carelse this week.

MARTHA OLCKERS simply shrugs her shoulders when she doesn't know something. An interviewer's nightmare, the Western Cape minister of education and cultural affairs does not hesitate to give a candid "I don't know" when a question is beyond her.

Which would be fine were it not for the fact that this is how she responds to most basic questions. Some of her provincial legislature colleagues say she is sometimes quite content to sit in on education debates without opening her mouth because she "hasn't thought about the issues".

Critics suggest this ex-schoolteacher is a trifle lost when it comes to broad educational issues. She is said to be frantically reading up on the subject.

"She's quite an unknown quantity," says an educationist. "We were hoping for someone who would be able to handle the tough public relations task this job requires, whichever party the person came from."

Hardly a month in office, Olckers has threatened to give "bliksems" who boycott classes a "good smack". She infuriated trade unions by declaring teachers' strikes "immoral". Crowning this was a statement describing President Nelson Mandela's *imbongi's* display in parliament as a "culture shock" which derogated from the dignity of the institution. This prompted a flurry of letters to the local press.

Olckers is believed to have the ear of Premier Hernus Kriel who, like her, stands on the more conservative wing of the NP. Kriel, however, has retreated to his pre-election obscurity.

"I'm a positive-type person, so I look on the positive side of things," she said this week. "I'm a realistic person and I just want to get the result of the job."

Teacher support and education reform promise from Schoeman

☐ Flexible policy required

JOHN VILJOEN, Education Reporter

SUPPORTING teachers for education reform was crucial, Deputy National Education Minister Renier Schoeman has said.

Mr Schoeman yesterday addressed the first joint session of the South African Teachers' Association, the Cape Teachers' Professional Association, the Suid Afrikaanse Onderwysersunie and the Cape African Teachers' Union in Oudtshoorn.

The four organisations represent about 25 000 teachers.

Mr Schoeman told more than 1 000 delegates that national education policy had to be developed through the widest possible consultation.

He believed the policy had to be flexible to allow for individual initiative and interpretation at lower levels.

This meant provincial government had an important role to play in education provision.

The process of transferring powers to the provinces had begun and would be completed rapidly.

The Minister of Education was approaching this task with urgency, he said.

South African education faced challenges and had to make the most of limited resources.

Excluding universities and technikons, the education system served about 10-million.

This number was growing by more than six per cent a year — well in excess of the growth in the economy.

Estimates of the potential number who should be attending education institutions, but were not, varied from one to three-million.

To cope with this, 390 new schools, each able to accommodate 1 500 pupils, had to be built each year and 14 000 teachers trained and employed annually.

Existing assets would have to be utilised as effectively as possible.

Pupils had to attend school without further disruption of classes and discipline and a culture of learning had to be restored.

Focus of school curricula had to be changed to be more job and career oriented. He had no doubt this would place an extra burden on teachers, Mr Schoeman said.

Education reform could stand or fall depending on the support it got from teachers. Teachers had to be convinced of the advantages of change and had a right to be assured of stable employment.

The government had clearly identified a stable professional core of teachers as a priority in implementing a new educational system, Mr Schoeman said.

He called for their critically constructive involvement in reform and promised close contact with them as a new education system was developed.

Reacting to Mr Schoeman's address, Sata head Des Duxbury said his organisation would support everything done in the best interests of children.

His association wished to be part of education reconstruction. But, "we are a group not to be trifled with. We have strong feelings and strong principles and we will act on these principles."

A-66 29/6/94

(321)

(55)

23 000 teachers a year needed in SA

JOHN VILJOEN
Education Reporter

A FINAL year "internship" and shorter degree and diploma courses may help South Africa find the 23 000 new teachers a year it needs until 2002, a teachers' conference has heard.

Urban foundation senior policy analyst Jane Hofmeyr made these suggestions in her address to the Cape Teachers' Professional Association conference in Oudtshoorn yesterday.

Between 1992 and 2002 South Africa had to train and employ 230 000 new teachers — 135 000 in primary and 95 000 in secondary schools, she said.

Teacher training colleges would have to expand by more than five percent a year for 10 years and education faculties by nine percent for 10 years.

Reducing the length of certain training courses from four to three years was one way of increasing the supply of teachers, Dr Hofmeyr suggested.

Another was an "internship" for final year students which saw them giving classes and honing their skills in a similar way to a medical students' housemanship. A further suggestion was to increase the number of teachers who studied by correspondence.

But different parts of the country had varying needs when it came to teachers, she warned. Urban areas tended to

have too many while rural areas had dire shortages.

Trimming the wage bill for teachers would ease the threat of the education system collapsing. Elsewhere in Africa teachers' pay had swallowed up as much as 96 percent of the education budget, leaving little money for anything else.

In South Africa the figure was already 80 percent and the danger signs were clear.

Teachers' pay had increased by 30 percent compared with three percent for management sector workers and four percent for the public sector over the same period.

Teachers might have to subordinate their own interests in favour of national concerns for reconstruction and development.

There was "good news" regarding the growth in pupil numbers, Dr Hofmeyr said.

Over the past 25 years the number of primary school pupils had increased by five percent a year and at secondary level by 11 percent, but this was beginning to slow down.

African fertility rates had dropped because of urbanisation and the vast majority of pupils of school-going age were already in classes.

South African spending on education, at 23 percent of the budget, was second only to Argentina in world rankings, and economists were convinced this share could not be increased.

DET to refund teachers

By Bongani Mavuso

THE South African Democratic Teachers' Union members whose salaries were deducted following a teachers' strike last August will be refunded.

Acting Minister of Education Steve Tshwete announced this in a joint statement with Sadtu yesterday.

The money would be paid before the end of August. According to the agreement, the "no work, no pay" principle applied by the Department of Education

and Training regarding the August strike would fall away.

"This is an exceptional arrangement arising out of specific circumstances and will not apply to any other past or present disputes. (321)

"Where deductions from the salaries of teachers have been made in respect of the strike, the amounts will be refunded. This will be done as soon as possible but not later than the end of August 1994," the statement said.

When the Department applied the "no

work, no pay" principle against striking teachers last year, black education faced collapse as teachers took to the streets in protest. Sadtu embarked on several campaigns in an attempt to force the department repay and halt the deductions from teachers' salaries.

The department applied the principle when the union's national leadership called off a national strike. However, some teachers in Soweto and some parts of the Western Cape continued with strike action.

Sowetan 1/7/94

Strike: Pay⁽³²¹⁾ for teachers

27/11/74
TEACHERS will be paid for the period they went on strike in August last year, acting Minister of Education Mr Steve Tshwete said yesterday.

He said this had been agreed at a meeting in the city yesterday with Sadtu.

Teachers who had deductions from their salaries for failing to work during the strike would be refunded no later than August.

He said it was "everybody's hope the basis has now been created for a new relationship between teachers and the authorities". — Sapa

Teachers win pay packet for two-week strike

ANL 2/7/94 (32)

JOHN VILJOEN

Weekend Argus Reporter

THOUSANDS of teachers who struck last August have heard the news they were hoping for — the state will not apply the “no work, no pay” principle.

Acting-education minister Steve Tshwete and the South African Democratic Teachers' Union have agreed that money deducted for the two-week strike will be refunded.

The signed agreement noted that this was an “exceptional arrangement arising out of specific circumstances” and would not apply to other past or present disputes.

Deductions from teachers' pay after the August strike would be refunded as soon as possible — before the end of August.

Mr Tshwete said it was everybody's hope that the basis of a relationship between teachers and the authorities had been created to facilitate a culture of learning and teaching.

The agreement was signed “in a spirit of reconciliation and co-operation and shared commitment to the reconstruction and development of education”.

News that full pay would be restored will come as a major relief to teachers who stood to lose large amounts of money.

The average deduction from striking teachers in the House of Representatives was R1 500.

Some Cape Town teachers employed by the Department of Education and Training reported that their November pay was reduced to a few rands after deductions for striking.

One was left with 23c.

The agreement will also be welcomed by 5 000 teachers employed by the House of Delegates and by teachers in the various homeland education departments who joined the strike.

“We are elated,” said Western Cape Sadtu spokesman Basil Snayer.

The agreement ended more than six months' acrimony with education authorities, he noted.

Teachers had recognised the principle of no work, no pay, but had objected to the manner in which it was implemented and the deductions just before Christmas, he said.

The way the ruling was applied “smacked of the arrogance of the old order”.

The agreement meant teachers had succeeded in persuading the government to pursue the options of mediation and arbitration when faced with a strike or industrial dispute.

The spirit of the agreement was such that neither the state nor teachers would act unilaterally during future disputes, he said.

Sadtu called on its 70 000 members to strike in August in support of a 15 percent wage increase demand and an end to unilateral restructuring by House of Representatives authorities.

The strike, which led to the postponement of some matric examinations and the release of results, was called off after the state increased the minimum wage for teachers to R1 437 a month and agreed to further wage negotiations.

However, the threat of further strikes loomed because of the dispute over no work, no pay.

Sadtu pledges peaceful year

JOHANNESBURG. —
The South African
Democratic Teachers'
Union (Sadtu) pledged
yesterday to work for a
disruption-free school
year and the vigorous
enforcement of codes of
conduct to inculcate a
culture of learning.

Sadtu spokesman Mr
Thabiso Matia said here
teachers were committed
to ensure learning in
accordance with the Re-
construction and Devel-
opment Programme.

The conditions at
schools, including the
working conditions for
teachers, would have to
be improved, Sadtu officials said. — Sapa

ARL 71794

321

JOHN VILJOEN

Principals were supposed to know their metrics and should be able to compile a confidential report on each one's capabilities, Mr Muller said.

They could interview prospective student teachers to ensure the reliability of these reports. The reports should place the pupils' academic accomplishments and personality under the spotlight.

Principals should assess the would-be teacher's self-confidence, positive attitude toward the profession, leadership qualities, willingness to accept responsibility and initiative.

Inspectors would have to be strict when approving student-teachers — special attention should be given to applicants' abilities in English and Afrikaans "so that they will benefit from training".

A negative attitude toward authority was unacceptable, Mr Muller said.

Education Reporter

HIGH School pupils get your thinking caps on — we want to hear your views on the new

The Argus and the University of the Western Cape's Mayibuye Centre invite Western Cape pupils to write essays describing their feelings about South Africa's new democracy.

All schools are invited to an

MAYIBUYE
CENTRE
For History and Culture in South Africa

**open day on July 23 at the
Maybuye Centre's Celebrating
Democracy Festival.**

To celebrate, The Argus and the Maybuge Centre want pupils to write essays of about 300 words on "What the 1994

Five winning essays will be selected, with R1 000 worth of books from the Mayibuye Centre going to each of the start pupils' schools, with consolation prizes for 50 other essays.

Entries to: The Argus/May-buys Centre Competition, Private Bag X17, Bellville, 7535.

Queries? Contact Mouraviev
at 959 2954, or 959 2935.

TEACHING and support staff at schools have been reminded that the law compels them to report any sign of child abuse. An official circular said the physical and sexual abuse of children had escalated and had become "an awesome societal problem".

Education and Culture Services ex-House of Representatives executive director, Awie Muller sent the circular to principals, school psychologists, regional heads of education and inspectors.

Such a report must be made to a police officer or child welfare or social worker.

Teaching personnel were in daily contact with children and in the best position to identify those exposed to ill-treatment and exploitation. (2983)

By mandating reporting on these cases it was hoped to identify the scope of the problem and to devise effective strategies to combat it, he said.

Union canes ex-HoR man for 'cut down teacher intake' call

JOHN VILJOEN
Education Reporter

221
34 705

PUBLICATION in The Argus
of an official circular calling for stricter control on student teacher numbers has provoked a stinging response from the South African Democratic Teachers Union.

The circular, issued in the name of Avrie Muller, one-time executive director of Education and Culture Services in the former House of Representatives, said only a limited number of people could be enrolled at teacher training colleges.

It was essential that the number of candidates ap-

proved for teacher training be reduced urgently, the circular said.

In its angry reaction yesterday, Sadu said Mr Muller's call for fewer prospective teachers smacked of "blatant disregard of the acute shortage of teachers countrywide".

The union said it was surprised such a senior official as Mr Muller still perceived education within the narrow confines of own affairs.

The training and appointment of teachers should be viewed within a broad framework of a single, nonracial education system.

It was regrettable that the

ex-House of Representatives still found it convenient to make such "racist and offensive" suggestions in the face of national reconstruction.

It was unacceptable that principals and inspectors be used to support a teacher intake system as the circular set out, the union said.

"We view this as an attempt to disqualify thousands of aspirant teacher trainees on the basis of their critical attitude towards the ex-House of Representatives."

This arbitrary selection procedure would undoubtedly put students on a collision course with principals and inspectors, Sadu claimed.

Putting the chosen career

paths of potential teacher trainees at the mercy of individual principals and inspectors was a violation of transparent and all-inclusive procedures.

The union called on the department to suspend these procedures, immediately pending meetings with the national minister and the regional MECs for education.

Responding yesterday, Mr Muller said he was well aware of the need for teachers on a national level.

But he was accountable to his department which had to deliver an education service to the community within a budget. **ARG 16/7/94**

The need for teachers in his

department had shown signs of dropping recently.

But, as departments were reconstructed and needs on a regional and national level re-assessed, policies regarding student teacher selection, admission to colleges and optimal use of training facilities would be reformulated, Mr Muller said.

He and his officials were closely involved in education reconstruction and he would act transparently and implement democracy.

Sadu had taken the contents of the circular out of context, he said. Anyone who met standards stood an equal chance of acceptance, regardless of colour or creed.

Rural teachers in fight for travel allowances

JOHN VILJOEN
Education Reporter

(321)

A STRONG protest has been predicted from rural teachers following a decision to scrap their travel allowances.

A group of Knysna teachers has threatened a stayaway if the department does not react before the end of next month to its call for the allowances to be reinstated.

John Ruiters, principal at Goudveld Primary outside Knysna, said about 60 teachers at 14 schools in the area drove an average of 130km a day each — he himself covered 74km to and from school on poor roads.

Teachers allocated transport allowances had been paid 55,6c for each kilometre, but this had been reduced to 49,4c for the first quarter of this year.

Teachers wanted a "drastic" increase in the allowance and the speedy payment of transport claims for the second quarter, Mr Ruiters said.

Education and Culture

Services ex-House of Representatives spokeswoman Theresa Hanekom said the transport allowances had been scrapped completely.

A circular went out to schools and colleges in December informing them that transport allowances for all state departments had been withdrawn.

As an interim measure, the department had paid an allowance to specific teachers.

These were only valid for the previous financial year, and stopped when the House of Representatives administration ceased to exist on April 1, Mrs Hanekom said.

Her department could not carry on paying allowances to a group of teachers if this was not state policy.

Mr Ruiters reacted angrily to the news that transport allowances had been completely scrapped.

"This can't happen. We are pleading for the re-introduction of allowances," he said.

Schooling would be disrupted if teachers did not get travel assistance, he said.

Aug 28/1994

Schoolteachers' call to Mandela

JOHN VILJOEN

Education Reporter and Sapa

25 (321)

ARG 30/7/94

TEACHER organisations have called on President Mandela to clarify reports that the government plans a single Labour Relations Act.

In a letter to Mr Mandela three organisations accused the Labour Ministry of "unilateral action" which could threaten harmony in the profession.

The organisations, the National Professional Teachers' Organisation of South Africa, the Teachers' Federal Council, and the Union of Teachers' Associations of South Africa, represent more than half of all teachers.

In the letter the organisations refer Mr Mandela to "highly questionable moves" apparently aimed at replacing all existing labour legislation with a single Labour Relations Act.

The teachers' main concern was the intention of usurping the Education Labour Relations Act extended by proclamation by President Mandela this month, the letter said.

"We are of the considered opinion that it is imperative that the government of national unity should now give an indication of its intentions with regard to threatened unilateral structuring of education labour legislation and you are now respectfully called upon to do so," the organisations wrote.

Bhengu reassures teachers

EDUCATION Minister Professor S'busiso Bhengu told teachers at the weekend that the restructuring of the education system, and any formulation of a labour relations policy, would be characterised by consultation and transparency.

(321)
Bhengu was reacting to reports that the organised teaching profession was threatening possible strike and legal action should Labour Minister Mr Tito Mboweni attempt to scrap the Education Labour Relations Act.

This follows last week's joint state-

ment by Mboweni and the Congress of South African Trade Unions that a single Labour Relations Act be drafted to replace all existing labour legislation.

The Teachers' Federal Council, the National Professional Teachers' Organisation of South Africa and the Union of Teachers' Associations of South Africa, representing more than 200 000 members, on Thursday appealed to President Nelson Mandela to intervene and clearly state the policies of the Government on education.

The teaching profession spent more

than three years negotiating the Education Labour Relations Act with the former National Party government and it was approved by the ANC before it was enacted.

Bhengu said although he had not received any correspondence from teacher organisations about the scrapping of the Act, he would give the matter the necessary attention.

He invited the organisations to discuss the issue with him and reaffirmed his commitment to maximum participation by all in policy formulation.

Sadtu to fight 'cuts'

Sowetan 4-18/94

By Bongani Mavuso

THOUSANDS OF Soweto teachers yesterday vowed that they would not be retrenched or transferred against their will.

Addressing a mass meeting at Vista's Soweto campus yesterday, South African Democratic Teachers' Union secretary Ms Palesa Popi said Sadtu was aware that the Department of Education and Training had proposed to the PWV education ministry that teachers' posts in the region be reduced.

"This reduction or cutback of posts means that more than 1 000 teachers in our region will be retrenched. Sadtu has always called for the employment of more teachers in our schools.

Redeployed

"We must make it clear that none of our members will be retrenched and none will be redeployed to another region against their wishes," Popi said.

DET regional director Mr David Maboi yesterday denied that the department intended retrenching teachers. He said Soweto was "over-staffed" by 317 teachers.

"The PWV education ministry had proposed to the union that these teachers be redeployed at Orange Farm, in the Vaal, where there is an acute shortage of teachers.

"I believe negotiations on the proposal are continuing. The department has made no indication or proposal that teachers will be retrenched or redeployed against their wishes.

"The question of retrenchment of teachers in our region is an unfounded rumour," Maboi said.

Teachers who went on strike to get full pay

Star 13/8/94

CHRIS WHITFIELD
POLITICAL CORRESPONDENT

CAPE TOWN — Teachers who went on strike in August last year are to be paid in full for the period away from work — at a cost of at least R15,8 million.

Education Minister Sibusiso Bengu revealed yesterday that an agreement had been reached with the South African Teachers Union in terms of which the "no work, no pay" principle would not be applied to the strikers.

"This is an exceptional arrangement arising from specific circumstances and will not apply to any other past or present disputes," said Bhengu in a written response to questions tabled by DP MP Mike Ellis.

Where deductions had been

made from teachers' salaries, the money would be refunded. This process would be completed before the end of this month. (321)

The Minister said the cost would be R15,8 million "which does not include the former TBVC states and self-governing territories". Information for these territories was not available. He did not elaborate on the reasons behind the decision.

Ellis also asked why Sports and Recreation Minister Steve Tshwete and not Deputy Education Minister Renier Schoeman had stood in for Bengu when he was ill recently. Bengu responded that the step had been taken "on grounds of a decision by the president in terms of the constitution".

Sadtu calls halt to promotions

Sowetan

18/8/94

By Bongani Mavuso

■ **FIRST PRIORITY** Progress in education 'disappointing', says union: (32)

THE South African Democratic Teachers Union's PWV regional branch yesterday called for a moratorium to be placed on promotional posts, saying evaluations should continue until consultation with teachers had been completed.

Sadtu executive member Mr Chippa Maloka said this process should include a review of promotions from January last year.

"Favouritism, dishonesty and nepotism was applied in the appointment of teachers in the various education departments. This must be urgently addressed by the educational authorities," Maloka said.

He said the union would embark on various campaigns to highlight problems faced by teachers. Maloka added that parent-teacher-student associations and parent-teacher associations should be established before the end of next month as the only structures of governance in schools. Referring to overcrowding in township schools, Maloka said all school buildings in the PWV region should be "effectively" utilised to accommodate pupils.

"The new Government appears to be lax about the serious problems facing education in the country. We had

thought that education would receive first priority on the Government's agenda. We are disappointed by the apparent lack of progress in this field," Maloka said.

He added that "unilateral" redistribution and transfer of teachers should be stopped and demanded that teachers' salary negotiations be reopened without delay. Maloka called on students and teachers to observe August 26 as a day for discussing the implementation of the Reconstruction and Development Programme and affirmative action in education.

Teachers to protest subsidy cut

CT 22/8/94 (521)
Staff Reporter

A PUBLIC campaign to protest against the discontinuance of transport allowances for rural teachers is to be launched soon by the Cape Teachers' Professional Association (CTPA).

CTPA president Mr Archie Vergotine said at the weekend that his organisation was informed last month that the subsidies had been discontinued "with effect from April 1, 1994".

He said the organised teaching profession had not been properly consulted on this sensitive issue, even though the CTPA and the Union of Teachers Associations of South Africa had made repeated submissions to the department on transport allowances.

The CTPA wanted the plight of poorly-paid teachers who travelled long distances daily to teach at remote farm schools to be urgently addressed.

The organisation called on all teachers affected by the discontinuance to submit written protests.

70% affected

Mr John Ruiters, principal of Goudveld Primary outside Knysna, said that until recently, all teachers living further than 5km from their work, where there was no public transport and no accommodation closer to the school, received transport allowances.

Last year, the government had said it could no longer afford the allowances and they were cut from 55,6c/km to 49,4, despite the rising petrol price.

Mr Ruiters estimated that as many as 70% of all teachers used to receive the allowances.

"We are not calling for a strike. We had a meeting here on Friday and I have asked for a meeting with regional Education Minister Mrs Martha Olckers."

Mrs Theresa Hanekom, a spokeswoman for what used to be the House of Representatives' administration, said that the department could not continue paying allowances to teachers when this was not state policy.

PWV plan to ease teacher shortage

MORE than 1 200 new teachers were needed in the PWV at the start of next year if educational needs were to be met, PWV education minister Mary Metcalfe said yesterday.

Some schools had classes of up to 200 pupils. A government-built school at Orange Farm squatter camp had no teachers at all. Many other schools depended on volunteer teachers who were not paid for their time.

While many township schools were desperately short of teachers, there were also scores of unemployed teachers throughout the PWV — and more teaching posts had to be created immediately, Metcalfe said.

The major task facing her department was lobbying central government for additional funding to create extra posts.

However, the problem was not confined to the PWV. All areas reported that they did not have enough teachers to carry out the reconstruction and development programme, Metcalfe said.

In an attempt to assist the many people who had managed to reach matric but had not passed — their numbers were estimated at 500 000 in the PWV — the education department had embarked on a "second-chance programme".

The plan would give those who had failed matric in recent years another chance to qualify through correspondence courses. People would also be able to upgrade their matric qualifications through the programme.

This would also mean that the considerable state resources used to get pupils as far as matric would not be wasted.

Metcalfe appealed to business and

KATHRYN STRACHAN

churches to take the lead in the campaign to get education back on track, as economic development could not be achieved unless quality education was provided.

She said vast amounts of government education spending had been wasted in the past. Not only had irrelevant, inaccurate and ideologically biased curriculums been taught, but a false division in education and training had been created, leaving pupils with limited options when they left school.

Creating a single education system would not be done by simply amalgamating existing structures, she said.

A totally new structure had to be created with a new management style and which was accountable and responsive to the needs of the community.

Meanwhile, national Education Minister Sibiso Bengu said the Council of Education Ministers had earlier this week appointed a task group to help guide the delegation of powers to provincial education ministries.

Provincial education ministers have complained that they are unable to effect changes because their legal authority is limited.

Bengu said the team would advise him as soon as possible on powers that should be delegated to the provinces in the interim phase leading to the formal assignment of powers.

Formal assignment would be carried out once the necessary legislative and administrative processes had run their course.

Mandela calls for more jails

B. Day 24/8/94

Own Correspondant

CAPE TOWN — It was imperative to build more prisons in SA to relieve overcrowding, President Nelson Mandela said after a tour of Pollsmoor Prison yesterday.

At a news conference after his visit, Mandela said Pollsmoor, which had a capacity of 4 000, now accommodated more than 6 000 prisoners. Cells designed to hold a single inmate now held three.

Pollsmoor was the only prison in the region and had to serve 23 courts, he said.

"It looks ironic that a government which is committed to bettering the lives of our people should think of building more prisons," Mandela said. "But we have to take steps to relieve the present situation. Therefore it is imperative that we find more room for the prisoners."

He said government would embark on a "crash programme" to ease prison overcrowding while at the same time plans

were afoot to reduce SA's crime rate, which was the second highest in the world.

"It is so high and the criminals organised so well, they are no longer afraid of the police. It is reaching a stage where they are running areas, and criminals have taken over the task of regulating how the community should behave," he said. Unless the crime rate was lowered, it would be difficult to accommodate all the prisoners.

Sapa reports that Mandela, who was an inmate at Pollsmoor from 1982 to 1988, was accompanied by Correctional Services Minister Sipho Mzimela, Health Minister Nkosazana Zuma and Commissioner of Prisons Henk Bruyn.

Visiting prisoners in the maximum security section, he said conditions had improved since his time there.

Education showdown looms over promotions

AR4 30/8/94
The Argus Correspondents

(321)

rejecting his appointment earlier this month.

PRETORIA. — A showdown is looming between organised teachers and the Department of Education and Training (DET) over accusations that the department was defying the authority of the PWV education ministry.

Teaching at all of the 55 schools in Mamelodi could grind to a halt if the dispute is not resolved.

The SA Democratic Teachers Union (Sadt) has accused the DET of breaking an agreement with the union and the provincial ministry that there be a moratorium on all promotions.

The PWV government says it is uncomfortable with unilateral appointments and has warned that such placements made during the period of the moratorium could be reviewed.

At a meeting in Pretoria last week, the three parties pledged to uphold the moratorium until the racially based education system was restructured.

But yesterday DET officials allegedly brought a new principal to Bohlabatsatsi primary school in Mamelodi in spite of teachers and parents

The inspector introduced him to the children — but not to the teachers — as their new headmaster, sparking a sit-in by the pupils, according to union spokesman Nomalizo Malefo.

Sadt Pretoria chairman Slo Ramokhoase said shop stewards met yesterday and would consult their members today to plan possible protest action.

A teachers' delegation, which met representatives of the DET yesterday, was given an undertaking that the appointment would be withdrawn.

However, Mr Ramokhoase said Sadt was sceptical and believed the DET was simply trying to defuse the teachers' anger and would renege on its promise.

This issue had the potential of disrupting education, he said.

The teachers' action would depend on the response of the DET.

Ms Malefo warned that the sit-in at Bohlabatsatsi Primary would spread to the rest of Mamelodi.

It is possible that schools in Atteridgeville, Laudium and Soshanguve could come out in support of Mamelodi teachers.

Transport allowance: Teachers hold demo

By CHRIS BATEMAN

SCORES of placard-bearing Boland teachers picketed the CPA building in Wale Street yesterday to demand the reinstatement of a racially-based transport allowance.

A delegation met education minister Mrs Martha Olckers in a "neutral" conference room following last week's sit-in by union members at Premier Herms Kriel's office.

Mrs Olckers said the transport allowances to coloured teachers were a "racial anomaly".

No other race groups received the

transport allowance, she told the teachers, who came from Worcester, Robertson and Hawston.

The former House of Representatives reinstated the allowances for people teaching at farm schools — originally withdrawn by the Commission for Administration in 1992.

However with the demise of "Own Affairs" in April this year, the allowance was again withdrawn.

Mrs Olckers expressed sympathy for those who lost the benefit but said its reinstatement was "out of the question".

AKC 6/9/94
Freeze on

promotional posts for teachers (321)

Education Reporter

NATIONAL Education Minister Sibusiso Bengu has called for a freeze on the filling of promotion posts for teachers pending the outcome of talks with the four major teacher bodies.

The 14 pre-election education departments, which had differing procedures for filling posts, would continue to exist until January 1, Professor Bengu said yesterday.

Tension could develop if promotion posts, such as department heads or principalships, were filled in the next few months before the provincialisation process was completed.

The Department of Education had to negotiate an acceptable uniform procedure for advertising promotion posts, selections and appointments.

Professor Bengu said talks would be held with the four recognised teacher bodies.

APR 7/9/94 (321)

Appeal against court ruling on substitute teachers

Education Reporter

AUTHORITIES are proceeding with an appeal against a Supreme Court judgment which declared invalid a circular announcing that substitute teachers would not be appointed in House of Representatives schools.

South Peninsula High, represented by its principal and two parents, took the department to court in February last year to challenge the decision over substitutes.

The court ruled against the department, which indicated it would appeal to have the ruling reversed.

South Peninsula parent-teacher-student association head James Dreyer said the new government was defending old education policy by pursuing the appeal.

The heralding of a democratic South Africa should have resulted in the immediate withdrawal of the appeal.

But in spite of appeals to the regional and national education ministers, the minister of justice and President Mandela, this had not happened, Mr Dreyer said.

"We have no option but to go public. Our fight for the right to have substitute teachers has been a just one."

The Education and Culture Service of the former House of Representatives said it was proceeding with the appeal after investigating the matter.

The judgment had legal implications for all departments and needed to be tested so that a precedent could be set.

The state was trying to have guidelines laid down for the future.

Teachers' pay consuming education funds — report

19/1/1994
KATHRYN STRACHAN

SPENDING on teacher salaries in SA has grown faster than overall education spending, with the result that some departments' salaries constitute more than 90% of total budgets, according to a new report by the World Bank and the ANC-linked Centre for Education Policy Development.

Researchers Peter Buckland and John Fielden said this meant there were very few resources left for capital development, educational materials and support.

Personnel costs constituted almost 75% of recurrent expenditure, and this proportion had been growing steadily over the past seven years.

The Urban Foundation also called for an overhaul of local teachers' salaries as the existing system threatened to damage education and compromise development of the country as a whole. Urban Foundation senior policy analyst Jane Hofmeyr said teachers' salaries made up 23% of the national budget and 7,7% of GNP.

Continuation of this trend would drive these figures to unsustainable levels, at the cost of development needs such as health and housing. (234) (321)

She said the existing structure was based on outmoded salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

The assumption that local teachers were badly paid and their increases lagged behind other occupations needed to be tested, she said. However, it was necessary to improve the position of poorly paid and underqualified teachers without raising average salaries to unsustainable levels.

The answer was to upgrade qualifications and increase the salaries paid at the lowest level of the scale, while controlling increases at the top end.

The system of offering teachers a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving teaching.

A new approach based on competence in the classroom, instead of qualifications,

would be a far more appropriate assessment, she said.

JOHANNES NGCOBO reports about 60 unemployed Northern Transvaal teachers demanding jobs vandalised the computer system of provincial education minister Aaron Motsoaledi last week.

Ministry spokesman Laduma Thembe said at the weekend the unemployed teachers stormed Motsoaledi's office on Wednesday and threw papers around before damaging the computer system.

They demanded the provincial government abandon the school feeding scheme in favour of creating jobs for teachers.

"It is with consternation and dismay that we hear unemployed teachers from the Northern Transvaal province demanding that creation of posts be seen as a first priority, and not the feeding scheme," said Thembe.

The unemployed teachers warned of "unprecedented mass action" if Motsoaledi failed to create more jobs by the end of the year.

Teachers also accused the minister of failing to remain in touch with his grass-roots constituency.

Motsoaledi said it should be borne in mind that there was still no unified national education department.

"This department will only be formed at the beginning of 1995. We are currently administering education from the seven former apartheid structures that are to be collapsed and transformed into a new department," said Motsoaledi.

He said his department had set up strategic management teams to look into how best his ministry could run the provincial education department.

He said to achieve the recommendation placed before his ministry by the management team, the province would be required to build 52 549 classrooms costing R1,79bn.

NEWS FEATURE *Call to abandon feeding scheme in Northern Transvaal to create jobs*

Idle teachers plead for help

■ FRUSTRATED

40 years of neglect

in education:

By Khathu Mamela

USE THE R68 million allocated for the feeding scheme to employ us so that we can feed our own children, said a placard held by an unemployed Northern Transvaal teacher.

The protester was one of the hundreds of teachers who marched on the offices of the MEC for education, Dr Aaron Mokoaleli, in Pieterburg to demand jobs.

5000 out of work

According to the Unemployed Teachers Union, more than 5 000 teachers in the former Lebowa homeland are without jobs. Thousands others roam the streets in the former Gazankulu and Venda homelands.

Mokoaleli said while it was difficult to give the number of unemployed teachers in the province, he had been informed that there had not been new



Primary schoolchildren receive their ration in the Government's primary school feeding scheme. Now unemployed teachers in the Northern Transvaal want the scheme to be stopped.

teaching posts in Venda since 1989.

He said the 21 colleges of education in the province produced hundreds of teachers a year.

One of the unemployed, Mr Buxton Maphoto (26) of Mmolemp-Perskhuil outside Pieterburg, said: "My father died when I was a young boy. My mother Meriam single-handedly brought me and my other four younger brothers up.

"She worked very hard as a maid on the farm and I was to become the hope of the entire family when I enrolled at Modjadji College of Education.

Still without a job

(321)

"At the end of 1993, I thought I would finally help my family after passing my course. I'm a teacher but I do not have a job. We engaged the Government in a series of meetings trying to get employ-

ment and we were told that we would be 'sorted out' after the new Government was installed.

"We waited eagerly. The Budget was announced but we remain unemployed. We then formed ourselves into a union of the unemployed teachers and have been staging one march after another without any tangible results," he said.

Mokoaleli said 32 549 classrooms were required in the province to reduce the teacher-pupil ratio to 1:40. The construction of these classrooms would cost R1,79 billion.

"The real issue is not that we are not interested in employing the teachers," said Mokoaleli. "We need time to sort out the mess created by the previous administrations."

Mass action

He said mass action by the student teachers complicated the issue even further. Mokoaleli said in most colleges in the area, students wanted more students to be admitted.

He cited an incident in Mookgape College of Education in which an applicant was killed in clashes between the students and a crowd of youths whose applications were turned down.

In another incident, police had to be called in to protect students on campus when local residents attacked them after accusing them of being admitted at the expense of the local applicants.

In several other colleges, especially in the former Lebowa, there were class boycotts as students demanded more admissions.

"It is not realistic that we can correct within three months things that were done over a period of 40 years. What we require from the unemployed teachers is patience and an understanding that we are going through a transition," said Mokoaleli.

Radical measures

Teachers insist on radical measures, including the reopening of closed schools in formerly whites areas.

Mokoaleli said he had appointed a task team to investigate the issue.

Apart from the fact that the R68 million for the feeding scheme is an RDP allocation, it is not easy for me to say let's redirect the funds for the feeding scheme for the creation of more posts.

"I was in Sekhukhune when we launched the feeding scheme and I saw children who were partially blind because they lacked vitamin A. We believe that these malnourished kids require help," said Mokoaleli.

The unemployed teachers have threatened to ask the South African Democratic Teachers Union to join them in mass action which could adversely affect the learning pro-

Principals bridge racial divide at historic meeting

Staff Reporter

SCHOOL principals from Manenberg and Heideveld have bridged the racial divide brought about by decades of apartheid education.

At an historic Guguletu meeting with their counterparts from black schools, principals from former coloured townships resolved to break down barriers by forging new sporting links between their pupils and establishing twinning projects between schools in Manenberg and Heideveld and those across the railway line in Guguletu, Crossroads and Khayelitsha.

The meeting, attended by 50 principals, elected an eight-member steering committee whose task would be to develop a "rainbow inclusivity" among Western Cape school pupils.

Chairman Henry Petersen, head of Edendale Primary School in Manenberg, said schools had a crucial role to play in fostering democracy and reconciliation.

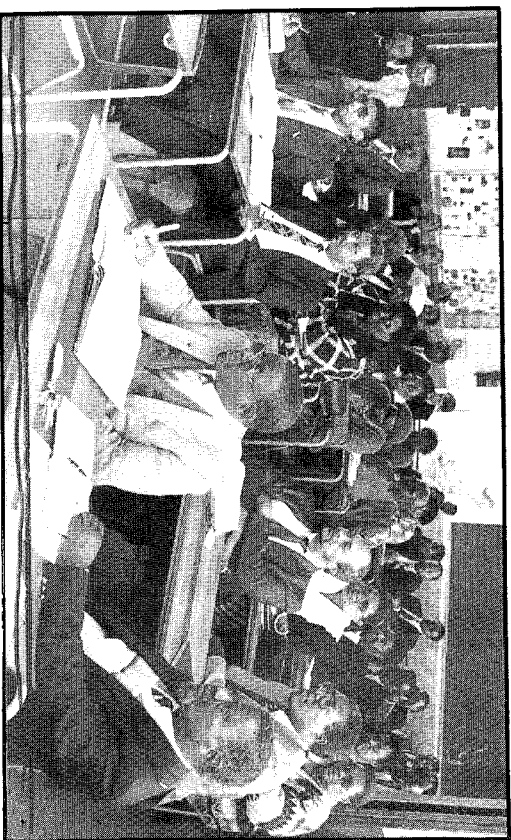
He said the new committee would

● Promote sporting ties and twinning projects between the schools "to help old prejudices crumble";

● Act as a "watchdog" on the pace of change adopted by the education authorities;

● Approach other schools in a bid to involve them in the process of breaking down race barriers.

"The committee will also try to ensure that Western Cape Education Minister Martha Ockers runs education in the region in consultation with teachers," said Mr Petersen.



Picture: ANDREW INGRAM,
The Argus.

BUILDING BRIDGES: School principals from Heideveld, Manenberg, Guguletu, Crossroads and Khayelitsha meet at an historic summit in Guguletu.

Three teaching bodies to amalgamate

Staff Reporter

ARLT 22/9/98

(321)

THREE national teaching bodies — the Federal Teachers Council (FTC), the National Professional Teachers Organisation of South Africa (NAPTOSA) and the Union of Teachers Organisations of South Africa (UTAGA) — are to form one body.

A Cape Teachers' Professional Association statement said, like the government of national unity, the three professional organisations were committed to a system of orderly negotiations,

peace and a culture of teaching.

The statement did not specify when the unification would take place.

The organisation believed existing disparities and unfair discrimination in the service conditions of teachers in the former independent states and self-governing areas should be a high priority and should be corrected in the 1994/95 budget.

The statement also said the organised teaching profession would not insist on further gener-

al salary increases in the 1994/95 financial year although they reserved the right to do so. There would be a request that the individual tax scales be lowered.

The rationalisation of teaching staff in the combination of former state administrations should be done according to the general labour practices within the existing structures.

The same principle should be applied in the process of the establishment of the provincial education departments in the nine provinces of South Africa.

focus on Sadtu

A wide range of experts and organisations are eagerly poring over the draft White Paper on education, which Education Minister Sibusiso Bengu tabled in Parliament last week.

It was the first detailed indication of the Government of National Unity's vision of a new education system.

"It recognises the crisis in education, from the shortage of pre-school facilities to the low levels of literacy and numeracy in adults," said its general secretary, Mr Thulas Nxesi.

"There's also an acknowledgement of the collapse of actual teaching and learning which results from the low morale in both students and teachers.

"The paper also recognises how education is linked to the economy. And it recognises the centrality of education in the process of reconstruction and development."

But Sadtu realises change will not be overnight. "We see the draft as the beginning of the process of transforming our education," said assistant general secretary Mr Mxolisi Nkosi.

Sadtu regards human resource development as crucial in this process. "We see teachers as central in any policy formulation," said Nxesi. "As practitioners in the classroom, they are the key."

Sadtu singles out the development of the community in this process as well. "We need to begin a process of systematically skilling our people," said Nkosi.

"For instance, in the rural areas, people need to be empowered around primary health care. Our people should have elementary information around areas like sanitation.

"And we don't just need a commitment from Government. We need to see a real programme and see ourselves playing a central role."

Sadtu offered to assist on a voluntary basis.

The union further argues that education and training need to be integrated to help this process of human resource development. "We need to bridge the imaginary gap between them," said Nkosi.

"Ordinary people on the factory floor have to relate to the broad curriculum framework, be it a formal or non-formal schooling curriculum.

"There is an effort to attend to this in the draft but we need to go into that programme in a very real way."

Sadtu strongly feels that the national qualifications framework — which the draft White Paper addresses — should take into account the prior learning experience of people.

"We need to have a way of accrediting those people in order to ensure that they move upwardly," Nkosi said.

Nxesi emphasised the link between education and the economy: "There is no hope of economic success if you don't restructure fundamentally your education to cater for the majority."

Education should ensure that people are skilled. Otherwise, he said, the result is matricu-

The South African Democratic Teachers Union which represents a key constituency in education is among those looking closely at the draft White Paper on education. **Tyrone August**, Features Writer, reports:

Sowetan 29/9/94

lated students who still cannot find employment because they do not have skills.

Curriculum restructuring is also of concern to Sadtu. "We need to remove all those elements which are objectionable and irrelevant and which indicate racial or gender bias," Nkosi said.

Teachers are, once again, central to this process. "They are the people who implement the curriculum. So if you don't include teachers, there are bound to be serious problems," Nkosi said.

Sadtu's education officer, Mr Aubrey Matlole, adds: "In the past, some technocrats or curriculum technicians sat somewhere far from the learning milieu and structured the curriculum.

"They then left it to teachers to unpack without any skill to do so. It was very, very unfair to the teachers and the education system. We want to see the curriculum being teacher-led."

Matlole said this was linked to teacher development. Unfortunately, however, the draft White Paper was vague about teacher development and training.

"If you don't come up with a very clear programme on teacher development all you are doing is an exercise in futility," said Nxesi.

"There should be an overhaul of teacher training. We need a clear policy around upgrading and in-service training which the paper is very weak on."

An additional problem around teacher training was that most teachers were trained at college (a provincial competency), while some were trained at universities (a national competency).

"If you create a line of divide and say some teachers fall under a provincial competency and some under a national framework, there are serious problems," Nkosi said.

This would affect the mobility of teachers between regions. And if each region designed its own curriculum, it would also hinder the mobility of students.

"Sadtu will campaign that teacher education becomes a national competency," said Nkosi. "We cannot leave education to the whims of provincial legislators."

And in the absence of national standards, Sadtu was concerned some regions would use

this to preserve apartheid laws. Sadtu would resist this, Nxesi warned.

"We cannot allow people to cling to privileges inherited from apartheid," he said "This is a political debate that deals with the fundamental transformation of our country."

Sadtu also called for the provision of education support services because schools have been severely affected by crime and other anti-social behaviour.

"Unfortunately, traumatised kids have been dealing with all these problems with helpless teachers," said Nxesi. He suggested support from social workers, psychologists and medical doctors.

He also called for administrative support: "Management of schools has been hampered and has affected the normal running of schools."

The White Paper addresses this but not as a priority. However, Sadtu praises the draft White Paper for its attitude on affirmative action, especially around gender equity.

"We want those women who have the talent and skills to be accorded access to positions (of authority)," said Nkosi, adding that most local teachers were women.

In general, Sadtu is positive about the draft White Paper. To quote Nkosi: "It marks the elevation of education from the scrapheap to an item that is foremost on the agenda."



“If you create a line of divide and say some teachers fall under a provincial competency and some under a national framework, there are serious problems”

CT. 15/10/94
(325)
Paarl teachers in strike

Staff Reporter

TEACHERS at Desmond Tutu High School in Paarl are refusing to teach, demanding the Department of Education and Training secure the school after the principal was threatened by a pupil with a firearm.

Principal Mr N Nduzo said the pupil was expelled earlier this year for threatening two teachers with a gun.

Last week, Mr Nduzo was handing

out exam questionnaires to pupils, but refused to give one to the pupil.

"He threatened me with a gun in a classroom filled with pupils. I told him to calm down, some of the pupils were terrified," Mr Nduzo said.

Mr Nduzo laid a charge of pointing of a firearm against the pupil.

A DET spokesman said yesterday a meeting had been set up with parents, teachers and pupils.

Teacher strike in North-West

JOHANNESBURG. —

Teaching came to a halt at schools falling under the Jericho circuit of education near Brits in the North-West yesterday when more than 1 500 teachers went on strike. (321) (325)

South African Democratic Teachers' Union spokesman Mr Rapula Thage said the decision to strike was taken at a meeting on Thursday.

He said education authorities were dragging their feet over salary parity. — Sapa. (321) (325)

Teachers reject pay offer

PRETORIA. — Teachers' associations and unions rejected yesterday a government offer of a six percent salary increase for the lowest paid educators. (321) (321)

Mr Corrie Rademeyer, spokesman for the Department of Education, said the offer was rejected during negotiations in the bargaining unit of the Education Labour Relations Council.

"The offer was an increase of six per cent for the lowest paid, scaling down

to no increase at a salary of about R47 000," he said. ef 2/11/94

Mr Rademeyer said the teachers' representatives wanted an increase of about 18,4% of the total annual salary after parity was achieved.

This should be calculated from September 1 this year to March 31, 1996.

Mr Rademeyer said this meant the state would have to raise an extra R5,8 billion. — Sapa

Teachers reject offer

Sowetan

By Claire Keeton

TEACHERS' associations and trade unions yesterday rejected a Government offer of a six percent salary increase for staff at the lowest-paid levels.

The four major teachers' organisations, representing nearly 200 000 teachers, asked that their rejection be conveyed to the State by its delegation.

The two parties, engaged in wage talks in the Education Labour Relations Council, will set a date later to resume negotiations. 21/11/94

The Department of Education communications director, Corrie Rademeyer, said in a statement that the State's offer was made to address the minimum wage issue.

The package was tailored for educators consisting of an increase of six percent at the lowest-paid level, scaling down to no increase at a salary level of about R47 000. (321)

Rademeyer said the teachers' representatives wanted an increase of about 18,4 percent of the total annual salary expenditure after parity was achieved.

This would be calculated from September 1 this year to March 31 1996, requiring the State to raise an additional R5,8 billion. Rademeyer said the State saw the formation of a Task Team to develop a plan for a long-term integrated, uniform and coherent strategy on conditions of service.

The Education Labour Relations Council can establish such a team.

The State's offer took into account the aims of the RDP, the need for the transformation of the broad Public Service and the teachers' substantiation of their wage demands.

Attempts yesterday to reach the teachers' organisations — the Teachers Federal Council, the National Professional Teachers Association, the Union of Teachers Associations of South Africa and the South African Democratic Teachers Union — were unsuccessful.

Our telephone number: (011) 474-0128

Political comment in this issue by Aggrey Klaaste. Newsbills, sub-editing and headlines by Sy Makaringe and Paul Drosdzol. All of 61 Commando Road, Industria, Johannesburg. Printed by The Newspaper Printing Company for the proprietors and publishers, New Africa Publications Ltd of 61 Commando Road, Industria, Johannesburg. The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to New Africa Publications under Section 12 (7) of the Copyright Act 1978. Sowetan abides by the Code of Conduct of the Press Council of South Africa and accepts its jurisdiction.

Teachers dismayed at pay offer

JOHANNESBURG. — South Africa's largest teacher organisation expressed dismay on Saturday at a government salary increase offer that fell 17% short of its own demands, but stopped short of announcing any intention to call a strike.

The SA Democratic Teachers' Union (Sadtu) decided the government's 1.4% offer fell far short of meeting teachers' basic needs.

Sadtu general secretary Mr Thulas Nxesi said teachers had wanted 18.4% and

were disgusted with the government's offer.

Sadtu members — about one-third of South Africa's teachers — would discuss the matter further before deciding on a course of action, Mr Nxesi said.

"This is going to demoralise teachers and add to the frustrations they already have. It has come at a very unfortunate time."

Sadtu claims a membership of 110 000 of South Africa's estimated 360 000 teachers,

mostly at black schools. (321)

Sadtu president Mr Biggles Mabandla said education authorities ought to recognise that Sadtu represented the majority of teachers engaged in educating most school pupils.

Sadtu officials expressed regret and anger at the slow pace of change in various education departments.

The present bureaucracy remained mainly white Afrikaner men schooled in the old apartheid system. — Sapa

Teachers to form new federation

Star 7/11/94

A new era in the history of the organised teaching profession is to be ushered in on Friday when 60 percent of organised teachers unite under the umbrella of a single federal teachers' organisation.

The federation, which will operate at national level, will bring together the 17 teacher organisations loosely organised under the National Professional Teachers' Organisation (Naptosa), the Teachers' Federal Council and the Union of Teachers' Associations of South Africa.

The formation of the new federation will reduce the number of teachers' organisations recognised by the new Department of Education to only two. (321)

Previously, the three organisations as well as the South African Democratic Teachers' Union were recognised. The new federation will adopt the name Naptosa. — Staff Reporter.

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Govt pay offer spells trouble, warns Sadtu

THE SA Democratic Teachers' Union's unequivocal rejection of government's 1.4% pay offer could have serious implications for the 1995 academic year, union general secretary Thulas Nxesi said yesterday.

"Schools might close on a bad note and reopen on a chaotic note," he warned.

Nxesi said Sadtu — which represents about 110 000 teachers — had given government two weeks in which to revise its current 1.4% offer tabled in response to the unions' 18.4% demand. Nxesi said teachers in the lowest pay category had been offered a 6.6% increase (3.21) (3.21).

This was unacceptable as fewer than 30% of all teachers fell into the two lowest paid categories and those earning more than R42 000 a year would receive negligible pay increases.

"This is effectively a wage freeze," Nxesi said, adding that teachers had received below-inflation increases for several years and government's desire to perpetuate this practice was of concern.

The union believed government's budgetary process was not transparent as

claimed, as Sadtu had not been given an opportunity to state its case when the budget for salary increments was drawn up.

Nxesi stressed Sadtu had not called for any industrial action during exams or marking, and no firm plans were in place for disruptions next year. But some action could not be ruled out unless a significantly better offer was tabled.

However, talks were being conducted to discuss the current state of play.

Although no date had been set for further salary negotiations under the auspices of the Education Labour Relations Council, Sadtu would not close its door to discussions. A bilateral meeting with Education Minister Sibusiso Bengu could not be ruled out, Nxesi said.

Sadtu also rejected the practice of filling teaching vacancies along ethnic lines and called on government to advertise posts nationally and break an apparent stranglehold by education department bureaucrats on appraising candidates for posts.

ERICA JANKOWITZ

Teachers issue ultimatum

'Improve pay increase or face action'

Stout 11/11/94

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The South African Democratic Teachers' Union (Sadtu) has rejected the Government's 1.4 percent pay increase offer and given it a two-week ultimatum to improve its offer or face action from the organisation's 110 000 members.

Sadtu general secretary Thulas Nxesi warned in Johannesburg yesterday that teachers were an extremely unhappy lot. He said there was a perception on the ground that wage negotiations were not delivering.

He said the union would start holding branch and regional meetings to discuss the plan of action and lobby community organisations for support. The union expects feedback in January.

Catalyst

The union also seeks a meeting with Education Minister Sibusiso Bengu in order to avoid a chaotic start to schooling next year.

Sadtu assured that no action was planned to disrupt the end-of-year exams.

Nxesi argued that the State's offer disregarded the general well-being of teachers who had had to endure low single-digit increases during the apartheid years.

"The increase by the State

is reminiscent of those years of struggle, with little or no scope of alleviating their plight. The offer is not commensurate with the current rate of inflation.

"The Government should realise that only fair increases for teachers will be a catalyst towards boosting the morale of teachers and promoting a culture of teaching and learning," he said.

Sadtu, which has tabled a demand for an 18.4 percent salary increase, said it was unhappy with the progress made in the Education Labour Relations Council and the process to transform the entire education system.

The union, however, remained committed to negotiations but warned that the Government should improve on its offer as Sadtu would not "negotiate for nothing".

"All posts, regardless of which department they belong to, should be advertised in a single bulletin to give people confidence that we have a single education system. What we're seeing now is the perpetuation of the old system in the new order," Nxesi said.

■ Sadtu also announced that its national council — the organisation's highest decision-making body — had taken a policy decision to campaign for the abolition of Model C schools.

Teachers' demand for 18,4% hike repeated

CT 12/11/94 Staff Reporter (321) (231)

THE National Professional Teachers' Organisation of SA (Naptosa) yesterday reiterated its demand for a salary increase of 18,4% at its founding meeting in Pretoria.

Naptosa was relaunched yesterday when the 18 member organisations of three national teachers' federations, representing 60% of the organised teaching profession in South Africa, formed a single teachers' federation. Absorbed into Naptosa were the Teachers' Federal Council and the Union of Teachers' Associations of SA.

Cape teachers unite ranks

(321)

CT18/11/94

Staff Reporter

A UNITED teachers' body, the Cape Council of Teachers' Organisations (CCTO) was last night launched at a banquet in Newlands, ending years of apartheid-style division in the ranks of teachers.

The CCTO is comprised of five teachers' organisations, the Cape African Teachers' Union (CATU), the Cape Teachers' Professional Association (CTPA), the SA Association for Technical and Vocational Education (SAATVE), the Suid-Afrikaanse Onderwysunie (SAOU) and the South African Teachers' Association (SATA).

CCTO secretary Mr Michael Reeler described the organisation as "federal", saying the five teachers' bodies of which it was comprised would retain their autonomy initially but their objective was to merge into a single

New council links five groups

organisation with a trade union function.

He said the CCTO was not formed to oppose more radical teachers' bodies such as the South Africa Democratic Teachers' Association (Sadtu), but to re-unify teachers who were "split

up as a result of the apartheid split in the national education department along racial lines".

"None of the organisations had racial division in their constitutions but in practical terms they were racially divided. They want to end all that and stand together from now on," said Mr Reeler.

Guest speaker Mr Leepile Taunyane, principal of the strife-torn Katlehong High School near Johannesburg since 1976 and president of the National Professional Teachers' Organisation of SA, said he was "very pleased" that teachers of different races had been able to set up the organisation.

"It means they have overcome the hurdles and terrible difficulties of the divided education department," he said.

Mr Chris Jaffha, principal of the Portavue Primary School in Athlone and deputy president of the CTPA, was elected chairman of the CCTO.

Teachers' positions spark a big row

By AYESHA ISMAIL

A SHOWDOWN is looming between South Africa's two largest teacher organisations over the filling of promotion posts. *5 Times*

The South African Democratic Teachers' Union (Sadtu) has called on national education minister Dr Sibusiso Bengu to freeze the filling of these posts until "acceptable procedures and criteria have been negotiated". *Cinemat*

But the Cape Teachers' Professional Association (CTPA) has demanded that all posts advertised during 1994 be filled and teachers appointed be allowed to assume their duties on January 1, 1995. *20/1/95*

President of the CTPA, Mr Archie Vertgotine, this week expressed concern over the delay in appointing teachers to promotion posts.

Unfair

"Teachers have been requested to act in senior positions without remuneration since June 1993.

"It is unfair labour practice and immoral to expect teachers to perform duties not commensurate with their posts and not to be remunerated for the extra duties and responsibilities."

Teachers in the Education and Culture Service (ex-House of Representatives) have complained to the Sunday Times that, while promotions posts in their department are frozen, their counterparts in the former House of Delegates (Indians) and House of Assembly (Whites) who applied for these posts have already been promoted. Promotions in the former black Department of Education and Training have also been frozen. *(32)*

Sadtu education officer Aubrey Matlole demanded that the position of teachers who had been promoted must be reviewed as "apartheid is being perpetuated".

(321)

Teachers furious

ROGER FRIEDMAN and JOHN YELD
Staff Reporters

□ Planned retrenchments 'crazy, unthinkable'

RETRENCHING teachers is crazy, unthinkable and despicable, and could lead to a lowering of standards, say teachers' associations.

They were reacting to the announcement of budget limitations by acting Cape education chief Francois Knoetze, who warned that white and coloured schools could expect "quite severe" cuts.

Dr Knoetze told a meeting of the Western Cape Principals' Association yesterday that a limited education

budget meant teacher retrenchments were unavoidable.

The first Western Cape teachers could be paid off by June next year.

Also, severe cuts are on the cards for the former white and coloured education departments in the run-up to the merger into a single education department for the Western Cape, which is not likely to be functioning before the end of March.

Dr Knoetze has been appointed on a temporary basis to head the new, unified Western Cape Education Department. He told the principals that 1 600 teaching posts would have to be created to ac-

commodate the estimated 130 000 black pupils in the region.

The target teacher-pupil ratio of 1:35 in primary schools and 1:32 in high schools meant the estimated 99 000 black pupils already in the school system would require an extra 600 teachers.

But there were probably 30 000-40 000 more black children who would attend school next year, and this meant a further 1 000 teaching posts would have to be created, Dr Knoetze said.

There would be "quite severe" cuts to the advantaged former white and coloured education departments, and teacher retrenchments were unavoidable.

Retrenchments could start from the end of June and teachers — particularly older ones — who opted to leave would be retrenched first.

Reacting to Dr Knoetze's announcements, South African Teachers' Association director Mike Reeler said: "We have been expecting that there would have to be a reduction. There is no doubt, in the whole move to obtain equity after past discrimination, there would be a cutback in funding and therefore a loss of posts."

But Mr Reeler said it was "very sad" that some teachers would end up jobless. "In the whole set-up of South Africa today it seems crazy that qualified teachers

should find themselves without positions," Mr Reeler said. It appeared the cuts in the Western Cape would be particularly severe and he hoped this would not "destabilise a system presently working".

"If too severe, it could mean that those schools where cuts are really felt could struggle to provide quality education."

"We are obviously concerned about the welfare of our members," said Mr Reeler. South African Democratic Teachers' Union chairman Glen Abrahamts termed "the whole question of retrenchments unthinkable and despicable".

Teacher-pupil ratios in the Cape were still far too high ... "what we've been dealing with up to now has been crowd control".

"It is a matter of great concern to us that they can now start discussing retrenchments. I don't understand their logic — it makes no sense."

Mr Abrahamts said Sadu fully supported rationalisation ... "but not at the expense of teachers. We need extra teachers — it is foolhardy to retrench. It's a recipe for chaos".

He added: "We expected a positive type of rationalisation — obviously there were racially-based discrepancies."

● Dr Knoetze said teachers in promotion posts, such as principals and deputies, would not be summarily retrenched. But teachers in these posts who wanted to leave would be able to negotiate with their schools' management committees. Retrenchments would have to be done in a way which did not disrupt education.

None of South Africa's nine regional education departments would be functioning fully by the target date of January 1. He hoped the Western Cape's department would be up and running by the end of the financial year in March.

A Reconstruction and Development Programme (RDP) grant of R8.6 million had been earmarked for this department for three new township schools and the upgrading of other educational facilities.

Thousands could be ⁽³²¹⁾ retrenched ^{CT 24/11/94}

By ANTHONY JOHNSON
Political Correspondent

BETWEEN 3 000 and 4 000 teachers in former House of Representatives schools in the Western Cape could be given three-months' notice next year, the Democratic Party said yesterday.

DP education spokesman in the Western Cape and former UWC principal Professor Richard van der Ross described as "disconcerting" the announcement by the provisional head of education in the Western Cape, Dr F Knotze, that large-scale retrenchments of teachers were likely next year.

But Prof Van der Ross, a member of the provincial legislature, said the DP's information was that the cutbacks would not, as in the past, take place by teachers accepting early retirement packages. Instead, they would be given three months' notice, ending their service by the end of June 1995.

Prof Van der Ross said: "The DP strongly urges that the division of funds to the different provincial portfolios be reconsidered, so as to give priority to education and avoid the retrenchments."

It was unacceptable for the central government to declare compulsory education for nine years, and at the same time drastically reduce the money available to education.

New labour council to tackle teacher problems

By WETTE VAN BREDA

PROBLEMS surrounding teacher cuts and retrenchments under the new education programme will be thrashed out at an education labour relations council, which is still to be established.

This was said yesterday by acting president of the National Association of Professional Teacher Or-

ganisations in SA (Naptosa), Mr Alan Powell.

Commenting on the announcement of cuts and retrenchments in a single education department, Mr Powell said from Pretoria yesterday. He said, which represented about 160% of the organised professions, would be asked to support all forms of equity in education and had been negotiating with the authorities to make the transition to a single de-

partment as smooth as possible.

Mr Powell said some of the many problems would be negotiated at the council when it was established.

On Tuesday, Dr Francois Engela, the head of the Western Cape Education Department, told a meeting of principals in Johannesburg that target teacher pupil ratios were 1:35 for primary schools and 1:32 for high schools.

Mr Powell said negotiations at the council would affect the teacher-pupil ratio in the various provinces. There were "incredibly complicated financial arrangements" to be effected because of the uneven distribution of qualified teachers.

Mr Leon Liedeman, general secretary of the W Cape Principals' Association, said in his capacity as a Matroosfontein high school principal that he felt Model C schools were "elitist" and should be eradicated.

SA Democratic Teachers' Association chairman Mr Glen Abraham said his organisation supported rationalisation, but retrenchments were "unthinkable and despicable".

Education boss' ⁽³²¹⁾ comments slammed

By CHRIS BATEMAN

ET 11/2/94
THE South African Democratic Teachers' Union (Sadtu) yesterday described comments by acting head of Western Cape education, Dr F L Knoetze — that 3 000-4 000 teachers could be axed next year — as "grossly irresponsible and insensitive".

Dr Knoetze told Western Cape principals the limited education budget would mean retrenchments were "unavoidable," later quantifying this as being between 3 000 and 4 000 teachers in the former House of Representatives.

He said the teachers could be given notice in June next year.

Sadtu said Dr Knoetze had "sensationalised" the issue and instilled "fear and uncertainty into the thousands of temporary teachers who traumatised through this kind of crisis every year".

Dr Knoetze also predicted severe cuts for former white and coloured education departments in the coming single education department merger, which was "unlikely" to be complete before the end of March next year.

NO 'kaffirs' in this store please

BY GENE FESTER

A GUGULETU resident has laid a charge of crimen injuria against a manager of a Diepriver furniture store, who he claims refused to serve him because of the colour of his skin.

Mr Andile Nisali alleges that he and his wife Taereza were verbally abused by one of the store managers in front of other customers.

The couple had been taken to Standard Furnishing Company by one of their salesmen who had come to fetch them at their home in Guguletu.

"We wanted to buy a room divider and other furniture. We had the deposit in our hands and were completing the purchasing forms when one of the managers, a Mr Fish, came up to us," said Mr Nisali.



HURT AND ANGRY: Andile and Taereza Nisali who claimed they were also victims of a racial attack recently

He claims Mr Fish asked them what colour the customers in the store were.

"He said there were only whites and coloureds in the store and asked if we saw any kaffirs," Mr

Nisali claimed.

"He then told us to ask Mandela for a house in Delft, because only then would they help us.

"I was deeply shocked and hurt. My wife, Taereza, was almost cry-

ing by the time we left the store."

Mrs Nisali said the man was extremely rude and abrupt.

"I never want to go back to that store. He made us feel as if we were nothing because he kept on calling us kaffirs."

The salesman who brought the couple to the store — who wants to remain anonymous because he still in the furniture business — said he was upset and angered by the treatment the couple received.

"These people have an excellent credit record, and they had the deposit ready and waiting. The only reason they were refused service was because they were black and lived in a black township," he said.

The general manager of Standard Furnishing Company, Mr Metzler, said neither he nor Mr Fish were aware of such an incident.

"I emphatically deny these alle-

gations," Mr Metzler said.

The Diepriver police are investigating a charge of crimen injuria.

Mr Vusi Pikoli, special advisor to the minister of justice, said the constitution clearly outlaws any racial defamation.

"This would include any form of racial slur. Our new constitution protects the dignity of each and every South African," Mr Pikoli said.

"A person whose dignity has been infringed can make use of civil litigation to obtain justice.

"Because the matter is between two private individuals and not between a private person and the state, one cannot make use of criminal law."

Mr Pikoli said if a charge has been laid, it is the duty of the police to investigate the matter further and to take the matter to court.

Bengu assures teacher union

PRETORIA. — Progress was being made in dealing with disparities in service conditions, including gender disparities, Education Minister Professor Sibusiso Bengu assured a teachers' delegation here.

Prof Bengu met representatives of the National Association of Professional Teachers' Organisations (Naptosa) on Friday for an "urgent interview" sought by Naptosa (32).

The issue of service conditions would be finalised "soon" with the Education Labour Relations Council, a ministry statement said. — Sapa

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th measures to combat violence

Poll to test support among teachers

By Claire Keeton

A NATIONAL referendum among teachers would accurately assess support for the competing teacher bodies, according to the South African Democratic Teachers Union.

Sadtu has challenged the National Professional Teachers Organisation of South Africa to a referendum, and claimed Naptosa's support base would be shown to be 20 percent and not 60 percent.

Naptosa said support was reflected by subscription-paying members. It said it could provide accurate evidence of its support.

It said Sadtu was unable to provide adequate evidence of such support in the Education Labour Relations Council. Naptosa said: "Naptosa fails

to understand what Sadtu's problem is ... a national referendum will not cure Sadtu's inability to establish who their members are." 7/12/84

Sadtu claimed teachers were obliged to join certain Naptosa affiliates to obtain or keep their jobs.

Attacking its rival, Sadtu said: "Naptosa has no support base among members, regularly fails to consult even its limited membership, and by practice retains lawyers to represent teachers' interests." (B2)

Sadtu said the newly reconstituted Naptosa was still based on ethnic associations, which was why the international teaching community was unwilling to accept its membership.

Sadtu is at present the only teachers' organisation recognised by Education International, which represents 20 million teachers.

Teachers threaten to take Bengu to court

By AYESHA ISMAIL

THE Union of Teacher Associations of South Africa (Utasa) yesterday threatened to take the national education minister to court to force him to allow all vacant teaching posts to be filled by January 1. *STimes*

The row revolves around posts advertised earlier this year, which were subsequently frozen on the minister's instructions. *CC (Mabro)*

The teachers' anger boiled over after a circular was sent to schools administered by the Department of Education and Culture earlier this week informing them that only the most junior and heads of department posts could be filled. *(320)*

The filling of other more senior vacancies "must be referred to the relevant provincial ministers of education," the circular said. *11/12/1988*

Utasa president Archie Vergofine said the possibility of taking legal action against Education minister Dr Sibusiso Bengu would be urgently discussed by the National Association of Professional Teachers of South Africa (Naptosa).

He said it would be impossible to fill the junior posts "if there is no upward movement".

"Almost all our former House of Representatives schools are without their top structure, as most senior staff accepted the early retirement package last year," he said.

Dr Bengu is also heading for a showdown with members of the South African Democratic Teachers' Association (Sadtu), the largest teachers' union.

Earlier this year Sadtu called on its members not to apply for posts which were advertised, until "acceptable procedures and criteria had been negotiated".

"While Sadtu called for a moratorium, we were quite mindful of the fact that it was not only being dishonoured by Sadtu members, but also by the national minister himself who had succumbed to pressure by the Naptosa contingent," Sadtu regional spokesman Basil Snayer said.

Sadtu opposes intervention

JOHANNESBURG. — The SA Democratic Teachers' Union opposes any political intervention that undermines collective bargaining.

It said this in responding yesterday to Wednesday's talks between Sadtu, the National Professional Teachers' Organisation and deputy presidents Thabo Mbeki and F W de Klerk.

Any salary offers should be handled by the Education Labour Relations Council. — Sapa

(321)

(Excerpt to South)

No jobs for newly trained teachers

BY EDWINA BOOYSEN

A NEW body was formed last week to find ways to prevent the retrenchment of thousands of teachers next June.

The joint advisory committee was formed by the Cape Council of Teachers' Organisations (CCTO) and the South African Democratic Teachers' Union (Sadtu) to work with the education department to find alternatives to retrenchment.

But CCTO chairperson, Mr Chris Japhta, said "rationalisation was a reality".

"For those ending their studies this year there will certainly be no posts," he said. "What purpose is there in training people purely for retrenchment?"

(321)

Dr Terence Fredericks, rector of the Bellville College of Education, said he expected 260 third-year and 140 fourth-year students to graduate this year.

"The situation is grim for these teachers. Communication from education authorities via the press is that the province faces a great many problems. But not much detail is given," Dr Fredericks said.

He said the department of education believes too many teachers are being trained by the former House of Representatives and that there are not enough schools to accommodate them all.

"There are posts in the former Department of Education and Training, but these teachers don't have enough classrooms to use," Dr Fredericks said.

"And even if more classrooms were provided, many white or coloured teachers would still be unable to teach in those schools because of the language barrier."

He said many third-year students prefer to enrol for an extra year rather than "try futilely" to get posts.

"While 50 percent of the graduates are not from urban areas, few go back to their home towns because there are not enough incentives for them," Dr Fredericks said.

"This means that the few posts available in the cities are more in demand.

"Not enough teachers are retiring to make room for new teachers. If the retirement age was lowered from 65 to perhaps 60 or 55, posts might be more available."

Positive note in teachers' salary talks

Sowetan 20/12/94

By Claire Keeton

WAGE negotiations between teachers' organisations and the Government have taken their first step forward after months of deadlock.

President of the National Professional Teachers Organisation in South Africa Mr Leepile, Taunyane said he now hoped the negotiations would produce positive results in the short and medium term.

He announced this after teacher bodies met earlier this week with Deputy Presidents Mr Thabo Mbeki and Mr FW de Klerk and Education Minister Mr Sibusiso Bengu.

"Increasing dissatisfaction regarding general salary adjustments for educators and the fact that the negotiation process has not progressed satisfactorily gave rise to the discussions."

(32)
Taunyane said they agreed that collective bargaining would take place in the Education Labour Relations Council on a three-year plan, regarding the extent of the education budget and salary improvements for educators.

"As an interim measure, the Cabinet will give further attention to a contingency plan regarding possible salary improvements for all educators in the 1995-96 financial year," Taunyane said.

In addition, assurances were given that the tax levy imposed on everybody earning more than R50 000 after the April general election will not be continued after June 1995.

The teaching bodies met the politicians separately from other public service employee organisations, allowing Naptosa to clearly convey the particular circumstances and needs of educators.

Sadtu branch says no to salary offer

THE South African Democratic Teachers Union in the Eastern Cape has rejected the Government's 1,4 percent salary increase offer.

Sadtu general secretary Mr Mxolisi Dimaza said yesterday the organisation was dismayed at the offer and rejected it.

"It falls far short of meeting the demands and needs of teachers taking into account the current rate of inflation. Teachers in previous years have accepted salary increases far below the inflation rate.

"We have serious concerns at the haphazard and inconsistent manner in

which representatives of the state have conducted the issue of negotiations including parity," Dimaza said.

He said Sadtu had responded to the offer by deciding to set up a task team to formulate proposals on salary increases to encompass a three-year plan.

Dimaza said the organisation would have to consult its membership on the implications of such proposals and obtain a suitable mandate.

He said Sadtu was concerned that the lack of visible progress in restructuring education would result in a major crisis.

— Eena.

Sowetan 23/12/94

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Cabinet to look for extra funds

No solutions in talks on teachers' salaries

■ BY JUSTICE MALALA

Teachers will spend an uncertain festive season after negotiations on salary increases and the future of their jobs failed.

Last week's talks were postponed to next month after Deputy Presidents Thabo Mbeki and F W de Klerk's suggestions to end the impasse were rejected.

The Cabinet will first review the matter and see if it cannot provide emergency funds for the teaching sector.

Discussions on rationalisation and the transfer of teachers from the different departments into the single Department of Education ended on Tuesday without a solution being reached.

The SA Democratic Teachers' Union (Sadtu) said yesterday it

would take some form of action if the Government did not resolve the salary impasse, restructure the teaching profession and implement affirmative action.

Sadtu secretary-general Thulasi Nxesi said morale among teachers was low due to the uncertainty about salaries.

The unions have rejected salary increase offers from the Government in the past four months of negotiations.

Last week the Government told the teachers' unions it was impossible to increase salaries on the current Budget.

It proposed the formation of a task team to investigate salary-related matters and come up with recommendations to be implemented over a three-year period.

Nxesi said the restructuring of the different education departments was "urgent".

He added that the changes had to be implemented with firm affirmative action policies.

The National Professional Teachers' Organisation has however expressed optimism that an amicable conclusion to the salary negotiations may be reached.

■ Sapa reports that apartheid-era bureaucrats dominate bodies set up to restructure education and are frustrating change and imposing their own secret agenda, according to Sadtu.

"It has come to Sadtu's attention these bodies are dominated by bureaucrats of the former education departments who show scant regard for the urgency of restructuring education," the union said.

(32)

TEACHERS - GENERAL

1995

JANUARY - MAY .

Teachers urge govt to improve education

27 4 11 95
213 (321)
JOHANNESBURG. — Last year's matric results are viewed in a "very serious light" and the government should improve education, the South African Democratic Teachers' Union (Sadtu) said here yesterday. Sadtu said "it prevailed on the ANC-led government to translate its pronouncement that education is a top priority into reality".

The union warned it would not be lulled into a sense of inactivity by "the release of high-handed policy statements that are devoid of any action".

The matric results were released last week and reflected a national pass rate of 58,1%.

Sadtu attributed the "poor" pass rate to apartheid and its legacy of ethnic diversity, disparity in the funding of education and the continued administration of education by "the old bureaucracy".

The union said teachers' salaries and working conditions had to be improved to boost their morale. — Sapa

At last successful pupils at Senaane Senior Secondary School in Soweto celebrate their long-awaited matric results which they received yesterday. The school got 34 matric exemptions and 189 pupils passed. Some high schools had not yet received their results yesterday and are expecting to get them today. Schools reopen tomorrow amid uncertainty over posts for teachers. See Story below.
PIC: MBUZENI ZULU



Teachers face hard

times

(321) Somerset 10/1/95
■ **NO WORK** 11 000 qualified teachers

in the Northern Transvaal don't have jobs:

**By Khathu Mamaila
and Claire Keeton**

MORE THAN 11 000 recently qualified teachers in the Northern Transvaal are without work, MEC for education in the province Dr Aaron Motsoaledi revealed this week.

And while some of the teachers would be employed after the introduction of the new budget in April and as the department strives to eradicate overcrowding in classrooms, the majority could still be roaming the streets after April.

Motsoaledi said his department would be implementing a programme which would strive to achieve a teacher pupil ratio of 1:40. It is known that in some parts of the country the ratio is 1:100.

He said if the programme — costing millions of rands in teachers' salaries — was fully implemented, about 8 000 extra teachers would be employed. This would, however, still leave more than 3 000 teachers without jobs.

Motsoaledi's department could not say yesterday exactly how many teachers would be employed, but departmental sources said the majority of teachers might not get posts as there were a multitude of claims for a share of the new budget.

He said the issue of employment was aggravated by the fact that while mathematics and science teachers were in demand throughout the

province, only 880 of the total figure of the 11 000 could teach these subjects.

Explaining the lack of resources, Motsoaledi said the province needed 35 000 classrooms, which could cost a R1 billion.

Realising the classrooms could not be built in the short-term, Motsoaledi is spearheading a campaign to educate the community on the legacy of the apartheid education.

The campaign seeks to identify under-utilised buildings such as churches and halls which could be used as classrooms.

He said the South African National Defence Force had also been approached to erect tents to be used as classrooms.

And the Northern Transvaal is not the only province with a high number of unemployed graduate teachers.

South African Democratic Teachers Union education officer Mr Aubrey Matole said yesterday: "Gauteng has a high rate but conditions in other regions are even worse. There are many reasons for the unemployment and we don't have the resources to redirect teachers to where they are most needed."

He singled out Northern Transvaal as one of the worst regions for unemployment, but said he was unable to give statistics.

Sadtu, he added, would this year launch a campaign to tackle the problem.

Gauteng education MEC Mrs Mary Metcalfe said yesterday budgetary problems had limited the province's ability to employ enough teachers. She estimated the teaching post backlog at 2 000.

Teachers walk out of pay⁽⁶²¹⁾ meeting^{ET 13/1/95} with govt

JOHANNESBURG. — The South African Democratic Teachers' Union (Sadtu) walked out of pay talks with the government yesterday because they were making no progress, secretary-general Mr Thulas Nxesi said.

He said here Sadtu was also suspending talks on other issues.

"Our members have expressed frustration about the pace of negotiations," he said. If "pushed into a corner" the union would strike, although it was not looming at present.

Mr Nxesi said the union rejected the state's "dismissive" offer of a 1.4% pay rise, against Sadtu's demand for 18.4%.

Sadtu was also unhappy about the slow integration of teachers in former homelands and the setting up of a single education department.

"While we are committed to a culture of learning and teaching, we need to create conditions conducive to teaching rather than further demoralising this crucial work-force," he said.

Department of Education spokesman Mr Corrie Rademeyer said he regretted Sadtu's walk-out.

— Sapa

Strike threat as teachers walk out (321) of wage talks Aug 13/1995

The Argus Correspondent

JOHANNESBURG. — Representatives of nearly 400 000 teachers have walked out of salary negotiations with the government.

Representatives of the National Professional Teachers Organisation of South Africa (Naptosa) and the South African Democratic Teachers Union (Sadtu) abandoned negotiations yesterday after being told no proper salary offers would be presented until after a cabinet meeting on Wednesday.

Sadtu secretary-general Thulasi Nxesi said if the cabinet did not review the state's current offer the organisation would consider what action to take.

"There are various options open to us. What must be clear is that we have, as workers, the right to strike and we will take that option as and when necessary," he said.

NS

HOP

Teachers in pay

Walkout

321
13/11/95
C. M. J. J. J.

By Claire Keeton

A SHADOW HAS BEEN THROWN over education with the walkout yesterday from wage talks by two major teachers' organisations.

The South African Democratic Teachers' Union and the National Professional Teachers' Organisation of South Africa decided unanimously to suspend their participation at wage talks being held in Pretoria in protest at the state's failure to meet any of their demands.

The key demands are an 18 percent salary increase and pay parity for all teachers.

Naprosa president Mr Leopold Tanyane said: "Naprosa will only resume discussions once a proper salary offer has been tabled by the state."

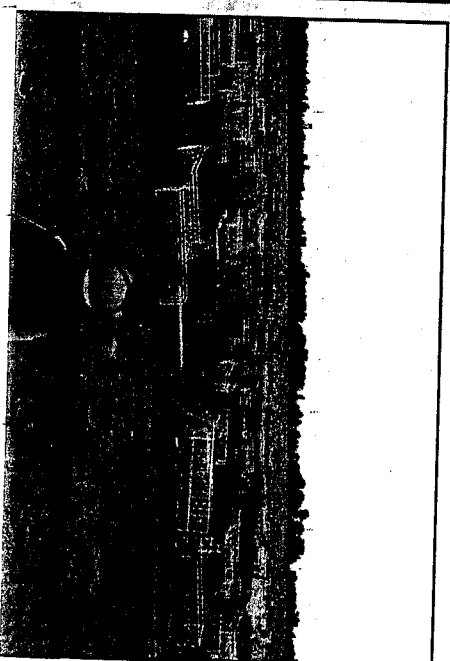
An amended offer will be made after a Cabinet meeting next Wednesday.

Education department spokesman, Mr Cortie Rademeyer, said the organisations had previously agreed that yesterday's negotiations would focus on rationalisation, and if new developments arose concerning salary improvements they would be added to the agenda. He said Naprosa and Sadu had insisted salaries be discussed first, claiming the issue was not receiving due attention.

"Naprosa and Sadu made further allegations, but without waiting for the employer delegation to respond, walked out of the meeting," Rademeyer said. Sadu stated that thus far the Education Labour Relations Council had failed to deliver on a single issue, including the most critical issue of parity and general salary improvement.

Sadu said teachers had not received any significant salary increase in the last two financial years and the state's "dismissive offer (1.4 percent) amounts to a virtual wage freeze".

Slovo's final destination



Teachers threaten to strike over pay

BD 13/1/95 (321)

CATHERINE CROOKES

AS SCHOOLS got down to work yesterday, the SA Democratic Teachers' Union (Sadtu) threatened industrial action if members' demands for an 18.4% wage increase were not met.

Sadtu general secretary Thulas Nxesi said: "If we are pushed into a corner we will not waver from our democratic right to strike." Sadtu negotiators walked out of wage talks with the Educational Labour Relations Council yesterday because of the council's inability to deliver on critical issues, he said.

Sapa reports the state was offering a pay rise of 1.4%. Education Department spokesman Corrie Rademeyer said he regretted Sadtu's walk-out.

KATHRYN STRACHAN reports that while many of the problems of registering pupils were being resolved, there were still pupils who could not find places.

The Soweto Education Co-ordinating Committee (SECC) said more than 100 pupils queued outside its office for help. SECC spokesman Jolly Matongo said many children had been turned away from schools because they could not pay fees. The SECC was telling schools that children could not be refused admission on this basis.

Matongo said many school buildings were in a state of disrepair.

Gauteng education spokesman Robinson Ramaithe said plans for building and repairing classrooms would be released with the Budget.

A reconstruction and development programme (RDP) allocation of R11m had been made to a project to revive the culture of learning and teaching.

Education ministry spokesman Lincoln Mali said provincial structures had coped well in solving problems, indicating that the ministry's primary task — devolving powers and functions to provinces — had

been a success.

Education minister Mary Metcalfe, who visited Gauteng schools with premier Tokyo Sexwale yesterday, said areas of rapid urbanisation were problematic. The education ministry would start identifying schools with the most urgent needs.

Where buildings and morale were in danger of collapse, communities had to become involved, she said.

Sexwale said pupils had a better chance to fulfil their aspirations than ever before. "In the past you could not go high because of a ceiling put there by apartheid. We have smashed this ceiling. The sky is now the limit. Do not think of becoming a taxi driver; think of becoming a pilot."

Gauteng Freedom Front education spokesman Christo Landman said the Afrikaner had no moral grounds for keeping other races out of his schools, considering the shortage of funds and facilities for education. However, it appeared "as if the new policy in Gauteng shows little respect for the right to self-determination of autonomous management bodies of semi-state schools".

In Port Elizabeth, the Congress of SA Students (Cosas) Eastern Cape branch said it would start mass action next month in protest against Model C schools and fees. Cosas regional spokesman Zola Sapeta said "radical actions" were being planned to have Model C schools abolished.

□ Gauteng's cabinet has backed a plan to establish a youth college in the province — a move which could give a second chance to 7 000 young people who had failed their matric exams. The cabinet endorsed the plan presented by Metcalfe and agreed to ask government to release RDP funding for a pilot project to be set up at Rand College, near Nasrec.

Teachers' posts will be cut, Olckers warns

Staff Reporter

SEVERE cuts in the education budget will mean some teachers' posts will be scrapped this year, Western Cape Education Minister Mrs Martha Olckers said yesterday.

If schools want to keep the teachers who have been axed, parents will have to pay their salaries, she said.

"Because of severe cuts in the education budget for 1995/96, it is inevitable that teaching posts will be abolished during the year, and not only those in Model C schools," Mrs Olckers said yesterday.

She said the number of teaching

ET 17/1/95 (321)
posts allocated to a specific school will be in accordance with new staffing tables which were being considered.

"Any school wishing to appoint extra teachers may do so on condition parents pay their salaries," she said.

She said the fate of Model C schools is still unknown as the central education ministry had not yet completed its investigation.

Some schools with a poor pupil-teacher ratio had been identified.

They would receive extra staff after the enrolment for 1995 had been checked.

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Delays in placing new qualifiers

■ STAFF REPORTER

There are too few vacant teaching posts in Gauteng schools to absorb all unemployed teachers, the provincial ministry of education has cautioned.

Ministry official Robinson Ramaitse yesterday announced a two-week delay in the advertising of existing vacancies.

"The posts at entry level into the teaching profession (level one) were scheduled to be released on January 16," he explained. "However, due to delays in receiving information from schools about actual enrolment, it is only possible to advertise the posts at the end of January."

He added that the provincial government would only be in a position to tackle the teacher shortage after the 1995/6 budget had been passed.

The advertising of promotion posts for teachers would probably take place in mid-February.

Not all will get jobs (32)

MANY unemployed teachers in Gauteng could still be jobless after teaching posts are advertised on January 31.

Gauteng education spokesman Mr Robinson Ramaite said teaching posts would only be clarified with the 1995-96 budget. *Sowetan 18/1/95*

"We must caution schools and unemployed teachers that the number of posts to be advertised are by no means adequate to ensure that every teacher is employed," he said. Vacant teaching posts for Level One will be advertised at the end of the month — instead of this week — because schools have delayed sending information about enrolments to the department.

NOV 19 11 45

No teachers as classrooms unlocked (32)

■ BY ZINGISA MKHUMA

Doors to all classrooms at Lechela Primary were unlocked yesterday and its 900 pupils allowed in for the first time since schools reopened last week.

When The Star visited the school later in the morning, there was not a teacher to be found.

Volunteers were taking care of the pupils.

However, after talks with teachers and the community, the Gauteng Education Department promised that the problem of staffing would be resolved by the end of the week.

Lawrence Jacobs, an adviser to Education MEC Mary Metcalfe, said teachers would be seconded from overstuffed schools. The department had enlisted the help of principals, teachers and the Soweto community to find these teachers.

He added that a group of unemployed teachers had been waiting outside the school, and that 15 of them had been employed and deployed to other schools.

Negotiations between the government and the rest of this group were continuing.

Jacobs warned, however, that the new teachers could be employed only on a temporary basis, as the present budget did not cater for new posts.

"The school will be staffed by the end of the week. On Sunday we are holding a meeting with the community regarding new teachers."

Teachers plan protest

By Dan Fuphe

TODAY'S planned protest march on the offices of the Department of Education and Training in Benoni by members of the South African Democratic Teach-

ers Union's Daveyton branch will be the climax of many unsolved problems, union officials said yesterday.

The march, scheduled to start at noon from the Rivoni High School, will be preceded by a short meeting at the school. 25/1/95

According to Sadtu branch chairman Mr David Hlabane at least 1 000 protesters are expected to take part in the march.

Sadtu said their grievances with the area management office, headed by Mr Abia Mahlase, were many and based on "management's lack of trust and confidence in the union's contributions to sensitive educational matters".

Accusations levelled against management include:

- Lack of proper consultation;
- Haphazard transfer of teachers to remote areas;
- Management's unilateral creation of junior primary schools at the expense of existing senior primaries;
- That rationalisation at schools does not redress past shortfalls;
- The provision to accommodate Standard 6-pupils at secondary schools in terms of manpower was not thoroughly researched by the department; and
- Management's claim that the Tswana language at Letsha primary schools was dwindling was false.

Mahlase said his office was in possession of a note calling for the union's meeting but was not aware of the march to his offices.

He said allegations by Sadtu would only be attended to after the union had tabled them in a memorandum.

Teachers, pupils in ³²¹ protest

Staff Reporter

ABOUT 200 teachers and pupils yesterday staged a sit-in protest at the Bellville offices of the Department of Education and Training to demand more teachers for their school in Strand.

A DET source who did not wish to be named said seven teaching posts were recently made available for the Umnqopiso School in Strand, but the "two bus-loads" of teachers and pupils felt more teachers were needed and staged the sit-in demonstration to highlight their plight.

The staffer said the sit-in took place from about 10am till shortly after 1pm. CT 27/11/95

Teachers reject politics in class

KATHRYN STRACHAN

A NEW teacher association was launched at the weekend with the aim of taking the focus away from politics and back into the classroom. (321) BD 11/2/95

The Association of Professional Teachers represents about 10 000 teachers. It is an amalgamation of the former Transvaal Teachers' Association, the Transvaal Association of Teachers and other bodies.

President Anthony Swartz said while the new association would fight for improved teacher salaries and service conditions, members believed schooling should not be disrupted by teacher politics and striking would be a last resort.

He said many teachers were fed up with the politicisation of education and wanted a body which enhanced their profession, upgraded their skills and made the education of the child paramount.

Members came from all races, he said, and the association would focus on building a nonracial education fraternity.

One of the first projects was to launch a national teacher education programme which would supplement distance learning with seminars held at the workplace. At present most in-service training is done by correspondence.

□ EDWARD WEST reports that the Western Cape education department and the

National Education Co-ordinating Committee yesterday agreed to form joint sub-committees to oversee the occupation by pupils of four underutilised schools, education department head Johan Knoetze said yesterday. This follows the occupation of two schools in the Western Cape since schools opened earlier this month.

□ Sapa reports Deputy Education Minister Renier Schoeman said yesterday that community perceptions should be strengthened so that the new education system was accepted as legitimate and fair.

Schoeman said four steps were required to ensure that the transition in education proceeded smoothly.

These included the restoration of the human rights balance and acknowledgement of the right of communities to associate freely and to determine the ethos of the schools which served them.

The other steps were to spell out the inability of the state to fund compulsory education while acknowledging the concept of state-aided education as a legitimate and cost-effective way of providing education at all levels; and the phasing in of affordable teacher-pupil ratios over a period of time.

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New corps to retrain troops

GAVIN STAFFORD

THE Service Corps of the SA National Defence Force, which will provide training for more than 30 000 demobilised military personnel during the rationalisation of the force, was launched by Defence Minister Joe Modise at Dunnottar military base on the East Rand yesterday.

He said the Service Corps would give SANDF members the skills to enable them to be employed in development and maintenance projects. (322) BD 11/2/95

Modise announced that Taiwan had given R141m towards establishing a vocational training centre at Marievale military base, adjacent to Dunnottar.

Modise said the first intake of the Service Corps would be 400 and up to 6 000 would be taken on in 1996.

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NEWS

Roads jammed as flee

Disaster

Unpaid teachers stage Jo'burg sit-in

■ EDUCATION REPORTER

Disgruntled teachers occupied the Johannesburg regional offices of the former House of Representatives (HoR) yesterday for the second time this week to demand their December and January salaries.

About 40 teachers from Klipspruit West Secondary School occupied the offices yesterday and about 61 teachers of Missouri High School in Eldorado Park sat in peacefully on Wednesday.

A Klipspruit West teacher, who did not want to be named, said her colleagues had embarked on the chalkdown because 15 temporary teachers

had not received their salaries for December and January.

She said several inquiries to the HoR had met with very little response.

"They always tell us that there is nothing they can do because they must receive instructions from Cape Town. But our principal cannot get through to Cape Town even though he has tried repeatedly.

"Now we are battling to make ends meet and still we are not being paid. Our situations are desperate. We have had enough and will not teach until they pay us," she said.

HoR spokesman Theresa Hanekom said yesterday the prob-

lem had been noted and the names of the temporary teachers who had not been paid had been forwarded to Cape Town.

Their salaries were expected to be processed immediately, she said.

Hanekom added that she did not know the reason for the delay, but the matter of late payment were being sorted out.

■ Although a single education department came into existence at the beginning of this year, the old education departments under the old government are still operational in the different provinces to oversee the transition. They will hand over the reins to a single education department on April 1.

Star 3/2/95

(321) (402)

NEWS Cops' racist language comes u

Sadtu in new move

By Claire Keeton

NEGOTIATIONS over teachers' salaries should be concluded speedily in order to avoid unrest in the profession, the South African Democratic Teachers' Union said yesterday. (321)

This was one of the key resolutions taken by Sadtu's national executive committee at their first meeting this year which was held in Johannesburg from February 3 to 5.

Sadtu spokesperson Miss Kate Skinner said the union had observed the lack of progress around salary negotiations, while expectations of salary improvements had

been created among teachers.

"It noted that the issue has serious political implications and that there is an urgent need to deliver in the broad area of service benefits to avoid labour unrest," Skinner said.

She said Sadtu planned to campaign for the immediate implementation of parity in service conditions among teachers and the union was calling for the restructuring of salary scales.

A review of the policy development and processes around the curriculum was seen as necessary by Sadtu, which expressed dissatisfaction that "apartheid officials had unduly influenced the first phase of the curriculum revision process".

Teachers quit talks on budget

321

CR8/2/95

Staff Reporter

EDUCATION budget cuts that could cost thousands of teachers their jobs have led the Cape Council of Teachers' Organisations (CCTO) to suspend its participation in the Interim Consultative Committee on Staffing.

The CCTO said its delegation had walked out of a meeting with the consultative committee on Monday when it became clear that thousands of teachers were going to lose their jobs.

The CCTO incorporates the Cape African Teachers' Professional Union, the Cape Teachers Professional Associations, the SA Association for Technical and Vocational Education, the Suid Afrikaanse Onderwysersunie and the South African Teachers' Association.

The organisation said its representatives were provided with information and possible models for the Western Cape Education Department to accommodate the proposed budget, at a meeting on January 31. After examining these it concluded the extent of the budget would be disastrous to individual schools. "This will lead to a high degree of destabilisation for the education system in the Western Cape. It will also have a ripple effect in the community."

The CCTO said it agreed that an affordable pupil-teacher ratio must be introduced but it must be phased in without detriment to the academic progress of pupils and teachers. It said it would suspend participation until it had been able to address the major issues with the provincial and national political leaders.

Job losses have ripple effect on society

ESANN DE KOCK
Education Reporter

THE Cape Council of Teachers' Organisations has suspended talks with the Cape Education Department in protest against the proposed education budget for the region, which could cost about 6 000 jobs.

Organisation chairman Chris Jaftha said job losses would lead to the destabilisation of the education system in the Cape and would have a ripple effect on the community as a whole.

The organisation believed edu-

cation had to be based on sound principles and that the transition to a provincial system had to take into account the interest of both students and teachers.

"The present budget allocation for education is based on a political and/or economic decision with complete disregard for the educational principles the CCTO stands for," said Mr Jaftha.

He warned of the effect that retrenching teachers in the middle of the year would have on matric pupils.

"The organisation agrees af-

fordable pupil/teacher ratios must be introduced and supports the provision of teaching posts to schools with an historical backlog, even if this means taking posts from that section of the system that has been advantaged in the past."

But Mr Jaftha said to abolish posts in order to accommodate a drastically cut budget was totally unacceptable.

An urgent meeting is being sought to discuss the budget with Western Cape education MEC Martha Olckers.

321

ARLT 9/12/95

Teacher salaries unresolved

By Claire Keeton (321)

NO PROGRESS has been made in negotiations between teacher bodies and the state after the last round of talks was aborted a month ago.

The South African Democratic Teachers Union and the National Professional Teachers Organisation of

South Africa abandoned the previous negotiations, protesting that their demands were not being taken seriously.

Naptosa spokesman Mr Renier van Vuuren said yesterday: "We walked out of the last meeting since the salary matter was not resolved."

Departmental spokesman Mr Corrie Rademeyer confirmed no ne-

gotiations have been scheduled and the meeting still has to be arranged.

Meanwhile, Deputy Minister of Education Mr Renier Schoeman called on teachers to dismiss rumours that 6 000 teachers older than 50, or who have completed more than 30 years service would be offered early retirement packages.

Jobs threat: Teachers

want to
ARL 13/2/95
see minister

Education Reporter

THE Cape Council of Teachers' Organisation is seeking an urgent meeting with provincial Education Minister Martha Olckers to discuss the threat of thousands of teachers in the region losing their jobs.

President of the Cape Teachers' Professional Association Archie Vergotine said money had to be found if the teachers, mostly from the former House of Representatives, wanted to retain their jobs.

"The possibility that the money will come from the government fund is nil. I am even very pessimistic about the meeting with Mrs Olckers."

CTPA vice-president George Kroneberg said temporary teachers would be the first to go, but permanent teachers would also be affected.

He referred to a high school in Belhar where seven permanent teachers did not have classes.

One of the ways to save the posts would be to rationalise the hierarchy of the department, said Mr Vergotine.

"We can perhaps do without inspectors and subject advisers for a couple of years."

Kriel in deal over teachers⁽³²¹⁾

By CHRIS BATEMAN

WESTERN CAPE Premier Mr Hernus Kriel yesterday intervened to try and keep the Cape Council of Teachers' Organisations (CCTO) on Education Minister Mrs Martha Olckers's strategic management team.

He promised her during nearly three hours of negotiations that he would appeal to the central government for more education funds. CT 15/2/95

Mrs Olckers said he had promised to see her national counterpart, Professor Sibusiso Bengu, to try for a larger provincial share of the budget, to retain as many teaching jobs as possible.

The CCTO walked out of last week's local consultative meeting about teacher staff cuts, saying they would not be party to the wholesale loss of their own members' jobs.

Mrs Olckers said she had "applied no pressure" on the CCTO.

Sadtu threatens to leave council (321)

By Claire Keeton

THE South African Democratic Teachers Union is considering pulling out of the Education Labour Relations Council after months of failed negotiations.

Sadtu and the National Professional Teachers Organisation of South Africa walked out of talks early this year in frustration at the lack of progress.

The union warned that an unprecedented crisis in education would ensue if the current problems were not addressed. In a memorandum to Minister of Education Professor Sibusiso Bengu, dated February 10, Sadtu said its membership was seriously concerned about the lack of progress in salary negotiations.

After more than five months of hard bargaining, the negotiations have failed

to deliver on salaries and other ancillary issues such as conditions of service.

"Sadtu is currently reviewing its future participation in the ELRC," the union said. Sadtu said the future of the ELRC was at stake since its membership felt the forum was gradually losing legitimacy. The union warned: "The Government's failure to review its salary offer of 1.4 percent has serious implications for education in our country".

The memorandum called on the Government as a matter of urgency to discuss its revised offer.

Sadtu also demanded that the Government urgently initiate discussions aimed at the restructuring of salary scales for teachers, and that it implements parity in service conditions.

It expressed concern that the slow restructuring process was led and controlled by "old-style bureaucrats".

Secret plan to axe 6 000 teachers

321

ST(CM)26/2/95

By AYESHA ISMAIL

A SECRET plan drafted by a top educationist has proposed the retrenchment of almost 6 000 teachers employed by the Western Cape Education department.

Although a final decision on the proposal has not yet been made, regional Education Minister Martha Olckers has warned that cutbacks will have to be implemented unless additional funding is found for education.

She is expected to announce details of the number of posts to be cut during her budget speech tomorrow.

Drafted by former (white) Cape Education Department director Brian Gilbert, the document claims the retrenchment of 5 667 teachers would lead to a saving of R390-million on the department's budget shortfall of R460-million.

He has recommended that 1 634 white teachers, 3 971 coloured teachers and 62 Indian teachers be retrenched. Mr Gilbert has based his model on 1994 enrolment figures.

The money saved could be used to create 1 860 new posts in former (black) DET schools, Mr Gilbert claims.

The proposals, which were this week presented to the acting head of the Western Cape Education Department, Dr Francois Knoetzer, were rejected by the South African Democratic Teachers Union and the Cape Council of Teachers' Organisations, who are part of the Interim Consultative Committee

looking at staffing. Mr Gilbert is the convenor of the committee.

The Western Cape could not afford to loose thousands of teachers as this would lead to "disastrous consequences", said Mr Archie Vergotine, president of the Cape Teachers' Professional Association (CTPA).

He said Mrs Olckers and Premier Hernus Kriel had warned that the retrenchment of teachers would be "unavoidable" if funds could not be found for education in the province.

Spokesman for the Western Cape Education Department, Dr Orland Firmani, said the abolition of posts was not final.

"What was leaked to you is one of many models being discussed by the committee."

But he added that schools which had "favourable" pupil-teacher ratios would have to lose teachers in favour of schools that had high pupil-teacher ratios.

Dr Firmani said his department was confident that pupils who have not been placed at schools yet, would be placed by March 1 following renewed negotiations with the National Education Co-ordinating Committee.

Mr Vergotine said retrenchment would lead to a further drop in education standards in schools administered by the former (coloured) House of Representatives, as most of the retrenched teachers would come from this department.

South African Democratic Teachers' Union spokesman Basil Snayer said his organisation could not endorse Mr Gilbert's plan as there were "missing variables and conflicting signals being received from national and regional departments".

"We are told by Minister Bengu's office that the shortfall for our region is R137-million, while at the same time we are told by Mrs Olckers that the shortfall is R460-million," Mr Snayer said.

Sadtu said the threat to retrench coloured teachers would be used to "further increase racial intolerance among the coloured and African communities".

Sadtu said Mrs Olckers had set up a Strategic Management Task Team with the express purpose of addressing the integration of the four racially-based education departments into one.

"Many months of hard work in preparing to deal with crises such as the one we are experiencing, were ignored," he said.

"Her repeated claim that the budget cut for 1995/96 is the reason for the problems experienced in education must be seen in the context of her attempts to blame the government of national unity for all the problems she is facing."

Mrs Olckers was ultimately responsible for the delivery of education in the province, Sadtu said. @ Township school pupils are expected to march on Premier Hernus Kriel's offices in Cape Town tomorrow to demand stationery and furniture, that the provincial government address overcrowding and the shortage of teachers, and that Mrs Olckers resign, Sapa reported yesterday.

No sacked teachers — Mandela

321

Soweto
9/3/93

By Ismail Lagardien
Political Correspondent

PRESIDENT Nelson Mandela has assured the country's teachers there would be no arbitrary retrenchments — not even in the National Party-controlled Western Cape.

Speaking from the steps of Tuynhuys in Cape Town immediately after a meeting with Western Cape premier Mr Hernus Kriel, Mandela said for as long as he was President of South Africa no teacher would lose his or her job.

He was reacting to remarks made by Western Cape MEC for education Mrs Martha Olckers that 3 000 teachers were about to lose their jobs.

Mandela met Kriel yesterday to discuss the ongoing crisis in education in the province.

Clashed with rightwingers

The crisis was sparked three weeks ago when black pupils were bussed to Ruyterwacht and clashed with rightwingers who tried to prevent the pupils using a school that had been standing empty for about 10 years.

Mandela said yesterday the crisis was made worse by the fact that the migration of black pupils from Transkei had been underestimated.

The ongoing crisis was also not helped by the lack of resources and infrastructure. Many schools were ill-equipped to deal with the large numbers of new pupils.

Mandela confirmed that he had asked Kriel to meet the National Education Crisis Committee and community leaders to resolve the problems.

NO RETRENCHMENTS IN WEST CAPE SCHOOLS

Mandela's jobs vow to teachers

WESTERN CAPE teachers have been assured by President Nelson Mandela that none will be retrenched. This followed a crisis meeting between the President, Finance Minister Mr Chris Liebenberg and teacher unions. **By CHNIS BATEMAN**

PRESIDENT Nelson Mandela yesterday stamped his authority on the Western Cape education crisis, assuring teachers that "not a single one of them" would be retrenched and warning pupils that he would not tolerate criminal behaviour during protest marches.

His pledge initially baffled top local education officials resigned to having to retrench between 1 500 and 3 000 teachers as they undergo a "damage control" exercise with Pretoria over whether their education budget cut will come to R470 million or R137m.

However, it emerged that Mr Mandela's comment came after he had held a crisis meeting with Finance Minister Mr Chris Liebenberg and top teacher and education unions at Tuynhuys on Tuesday evening.

Mr Liebenberg was quoted yesterday as saying all parties emerged "equally unhappy" — an indication that salary hikes could be frozen in return for the President's

"This is absolutely the best news I could have got."

"It will mean much more flexible planning in trying to reach equity with the pupil/teacher ratios," she said.

Mr Mandela, asked about comments by Mrs Olickers that thousands of teachers would have to be retrenched to meet budget constraints, replied: "I am the President of this country and I've assured teachers that not a single one of them will be retrenched."

He was speaking after an hour-long meeting with Western Cape Premier Mr Hennis Kriel at Tuynhuys yesterday.

'Confident'

Mr Mandela said Mr Kriel had agreed to sit down and thrash out problems with the same teacher groups that he (Mr Mandela) and Mr Liebenberg had met.

He was "confident" the premier would address their grievances.



RYUTERWACHT VISIT: Apprehensive Ryuterwacht residents watched from behind police cordons yesterday as President Nelson Mandela and a large entourage of bodyguards and press arrived at the controversial school on a fact-finding mission. **ABOVE:** Mr Mandela, who spent some time addressing pupils at the school, waves to onlookers.

Picture: BENNY GOOL

321

CT.

9/3/95.

"no retrenchment" promise. Mr Liebenberg was travelling late yesterday and was unavailable for comment.

Western Cape Education Minister Mrs Martha Olickers, faced with walkouts from her Strategic Management Team, protests by the National Professional Teachers' Organisation of SA and street protests by the SA Democratic Teachers' Union, said she was "overjoyed".

She took the President's remarks as a sign that money would be provided to meet his undertaking.

Mr Mandela said there were unused and under-utilised schools (in Cape Town), adding, "and I want every space in there to be used — they must operate at full capacity".

Mr Kriel said he agreed with the President's "no retrenchments" approach. "Mr Mandela's comments obviously mean the whole financial situation regarding education will have to be reviewed."

Mr Kriel said if central government wanted to decide on norms and standards they "should be able to fund them, otherwise they'll be impossible to implement".

Gunmen brandishing AK-47s the last straw for white teachers

East Rand schools 'purged'

stan 11/13/95

(321)



'purged'

RADICALS have chased white teachers out of Tokoza to make way for unemployed black teachers. Meanwhile, the school cannot replace the teachers as they have not been fired, remaining teachers are burdened with extra work and pupils want their teachers back. TEFO MOTHIBELI reports.

BLACK schools on the East Rand had finally been purged of white teachers following a relentless campaign by the Azanian Students' Movement (AZASM) to drive them from the area, sources said this week.

The last five white teachers at Landulwazi Comprehensive School in Tokoza left in the face of threats to their lives after long resisting a demand that they make way for unemployed black teachers.

This was confirmed by a well-placed source in East Rand education who did not wish to be named for fear of her life.

The source said the five male technical-subject teachers decided to quit after they were allegedly chased on their way to work by unknown men brandishing AK-47 assault rifles in a car last week.

None of the teachers could be contacted for comment.

However, the education department's area office said it was aware that white teachers had been harassed and had quit the school.

The teachers had allegedly also received death threats from Azanian People's Organisation (AZAPO) and AZASM activists.

The campaign to oust white teachers began a year ago and had the blessing of AZAPO, the organisation's secretary-general Jairus Kgokong said this week.

AZASM had warned that white teachers in black schools who refused to vacate their jobs for unemployed black teachers could become the target of violence.

White teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers roamed the streets with diplomas and degrees.

When the campaign began, AZASM and its parent AZAPO said: "White teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers roamed the streets with diplomas and degrees."

The campaign was sharply criticised by the South African Democratic Teachers' Union as racially driven.

The East Rand school's acting principal — who did not wish to be named — said she had been inundated with death threats over the telephone.

Anonymous callers had warned her that they "were going to do everything possible to make sure that the five teachers did not teach at the school".

The school had had to switch some teachers from their classes to stand in for the absent teachers.

This had placed a lot of pressure on the remaining teachers, who now had to do a huge amount of work, teaching their own classes as well as those of their absent colleagues.

Asked whether any replacements had been found, she said: "No. In the first place, those people have not been fired and are still full employees of the Department of Education, with all their benefits. Some of the problem at hand... of the pupils at the school said they were not aware of what had happened to their teachers and hoped they would return. They said they were "very comfortable with them. Repeated attempts to get comment from AZASM, AZAPO and the Gauteng education ministry this week were unsuccessful."

Teachers say they will act to improve pay

Education Reporter

THE National Professional Teachers' Organisation (Naptosa), critical of the new budget, has vowed to intensify its efforts to improve the salaries of teachers.

It was very difficult to imagine how teachers would bridge the next year to the next budget and elude further decline in their already poor financial situation, said Naptosa spokesman Leepile Taunyane.

Criticising the first budget of the government of national unity, Mr Taunyane said the new tax rates were particularly punitive for the majority middle-income group.

"For the fourth successive year, the salary increase announced is far below the rate of inflation. The overall financial position of teachers is worsening at an alarming rate."

In addition, announcements of salary increases in the private sector of

(34) ARG 17/3/95
up to 11 percent were very demoralising for educators. It undoubtedly left them with a feeling that the budget had resulted in selective discrimination in the employee sector.

The state, said Mr Taunyane, should realise that Naptosa would intensify its efforts to improve the salaries of teachers and could do so without damaging the reconstruction programme.

Metcalfe condemns purge campaign

THE lack of employment for many black teachers had nothing to do with white teachers employed in black schools, Gauteng education minister Mary Metcalfe said yesterday.

Metcalfe was commenting on the killing of East Rand teacher Cornelia Peters in Tembisa on Friday.

The killing had been tied to claims that Azapo youth wing, the Azanian Students

50 14/3/95
MDUDUZI KA HARVEY

Movement, was campaigning to purge whites from East Rand schools.

Metcalfe said all mass organisations should condemn the campaign.

Azapo denied the student movement was involved in the killing, but said it was unfair that white teachers who could get jobs in town worked in the townships.

Meanwhile, DP senator William Mnisi criticised the SA Democratic Teachers Union for "obstructing those trying to handle school problems". He said teachers who wanted to transfer said they had to get the union's permission.

Union spokesman Thula Nxesi denied this. He said transfers should be negotiated with teachers and headmasters.

Unions urged to develop worker decision-making

IF BOTH labour and management were against the workplace forums proposed in the draft negotiating document on the Labour Relations Act, "there must be something good in it" ANC secretary-general Cyril Ramaphosa told a workshop last week.

Discussion at the workshop on democracy and work in Midrand, aimed at exploring ways of accelerating democracy in the workplace, revolved around the establishment of workplace forums.

He called on the union movement to develop its capacity so workers could participate in decision-making in the workplace. This could be achieved by deepening democracy within union structures and strengthening channels of accountability between leaders and members.

He warned that the union movement needed to prevent the hijacking of worker struggles by elements intent on advancing their own agendas. Unions had to guard against the possibility that the process of workplace democratisation could "be derailed by unaccountable people creating anarchy out of legitimate grievances".

Management should use its resources to develop the capacity and independence of the unions.

50 14/3/95
RENEE GRAWITZKY

A shift in position by both the union movement and management needed to occur regarding involvement in strategic and task decision-making. Avril Joffe of the sociology of work unit (Swop) at Wits University told the workshop.

Numsa's Gavin Hartford said to change attitudes on the shop floor, a different type of process was required as the parties were not mature enough to deal with production and distributive issues together.

Swop director Eddie Webster said the creation of workplace forums would provide the "solution to the stalemate on the shop floor".

Head of the team drafting the negotiating document, Prof Halton Cheadle, said there was always an initial element of compulsion in collective bargaining. The best way to establish participation in the workplace was by co-operation. However, that process was too slow, he said.

Mark Swilling of Wits Business School said that from his experience of community forums, they operated effectively only when formed around stakeholders who had the capacity to deliver.

Black business launches tourist initiative

THE National Tourism and Environmental Initiative, a non-governmental organisation established to seek direct black participation in the tourism industry, took form at the weekend with a consultative workshop in Johannesburg.

A cross-section of black business, community organisations and tourism ministers from four provinces attended the workshop, which looked at a draft document in preparation for the formal inauguration, sponsored by Moss Ngwenya said.

National Black Business Caucus (NBBC) executive director Danisa Baloyi told the workshop the organisation was born out of a realisation blacks did not take part in

THEO RAWANA

tourism, even as consumers.

She said there was a need for direct black involvement in tourism.

The initiative's committee members included NBBC member Peter Mbolekwa, Southern African Business Assessment Consultants (Sabac) executive director Manelisi Ndiabongo, Thebe Investment subsidiary Moribo Investments MD Most Alashishi, Thandi Bosman from the SA National Civic Organisation (Sanco), Eastern Transvaal traditional chiefs' representative Ephraim Mogale and Ngwenya, of Inkitha Travel Tours.

Restructuring: Teachers meet

(321)

CT 15/3/95

POLITICAL STAFF

INTERNAL fighting between teacher organisations yesterday nearly derailed the first meeting of the newly-formed task group set up on President Nelson Mandela's instructions to solve the restructuring crisis in Western Cape schools.

Four sub-committees were formed to deal with short-term crises, identified as placing thousands of surplus pupils and providing transport, vandalism, lack of resources, security and support service staff, and the education budget.

The new working group was to focus on budgetary and resource allocation problems within the national guideline of a 15% shift of resources from advantaged to disadvantaged schools (to reach racial parity within five years).

The deadline for short-term recommendations is March 27 with the report for Mr Mandela, local

Premier Mr Hernus Kriel and national Education Minister Professor Sibusiso Bengu due by March 31. Long-term recommendations are due by the end of April.

Part of the task team's job is to define and place problems in order of importance.

The task group, consisting of heads of all four former Cape education departments and members of the top ANC-aligned teacher and student bodies, was set up yesterday to recommend short and long-term solutions to the local education restructuring crisis.

Tensions ran high yesterday with Mr Kriel rebutting a demand from the ANC grouping to sack Mrs Olckers, his education minister. She said teacher retrenchments were unavoidable with budget cuts, adding that the province's minimum budget cut could be some R274 million on April 1. Mr Mandela has given an assurance that no teachers will be retrenched.

Teachers boycott ends

251 (321) Sowetan 17/3/95

By Mokgadi Pela

A CLASS boycott by 10 teachers at Excelsior Finishing School outside Petit has ended after intervention by authorities.

Teachers alleged that the Benoni Area Office had reneged on an agreement to pay them R60 an hour and unilaterally changed the terms of the

contract to R30 an hour.

They told *Sowetan* yesterday they doubted if the Gauteng education department was aware of the existence of their school, situated near Benoni.

Changed hands

They traced their problems to the day the school changed hands. It is now under the management of Education Upliftment Project. "Since then our agreement with the

inspectorate was unilaterally reversed," they alleged.

For his part, area manager for the Benoni office, Mr Abiah Mahlase, said: "I find it unfortunate that they have decided to hold children to ransom and I hope we do not have a repeat of this conduct in future."

Mahlase also denied ever making any promises to teachers in regard to payment. He said the teachers had been hired by Edupro.

11 pages
only 3
in Attm
Long
W. M. 1/1/95

and their recommendations to Parliament have still to be tabled.

In the meantime in an effort to expedite the matter, the National Defence Force is to approach the Department of State Expenditure regarding the advisability of having an actuarial appreciation made at this stage of amounts payable.

As the matter has not yet been finalised, I am not in a position to say exactly when any payments will be made.

(b) No amount has been set aside, as the hon member puts it. Funds will have to be voted by Parliament.

(2) As payment will be ex gratia, Parliament will have to decide whether interest will be paid.

(3) Should Parliament approve the ex gratia payments, payments will be paid into the estates of any deceased personnel who qualified for such payment.

*12 Mr P D DEXTER—[Environmental Affairs and Tourism. [Withdrawn].]

SA delegation to UN World Summit for Social Development

*13 Mrs S M CAMERER asked the Minister of Foreign Affairs:

(1) Whether South Africa sent a delegation to the United Nations World Summit for Social Development; if not, why not; if so, whether any Members of Parliament were included in this delegation; if not, why not; if so, which Members?

N218E

THE DEPUTY MINISTER OF FOREIGN AFFAIRS.

(1) The South African Delegation to the United Nations World Summit for Social Development included three Parliamentarians. They were:

Dr F N Gijwala—Speaker of the National Assembly
Mr M Sinalu—Chairperson of the Select Committee on the Reconstruction and Development Programme
Mr E Saloojee—Chairperson of the Select Committee on Welfare.

(2) Yes, South Africa compiled a National Report in preparation for the World Summit for Social Development.

(3) According to the responsible line-function Department—that is, the RDP Office—the National Report will be presented by Minister J Naidoo during his Budget speech to Parliament on 29 March 1995. Copies of the report are available at the RDP Office.

Further special rape courts established

*14 Mrs S M CAMERER asked the Minister of Justice:

Whether subsequent to the establishment of the special rape court at the Wynberg Magistrate Court in 1993 any further such courts have been established; if not, why not; if so, (a) how many and (b) where?

N219E

THE DEPUTY MINISTER OF JUSTICE:

No. The various attorneys-general were approached. The general view held is that there is at present no need to establish any further special rape courts. The main reasons given are:

- the number of rape cases in different areas does not justify the establishment of special rape courts;
- circumstances which necessitated the establishment of a special rape court at Wynberg do not prevail in all the other areas;
- in certain areas selected regional court prosecutors are trained to handle rape cases in the regional courts;
- at this stage, rape cases in most of the areas are dealt with efficiently in the regional courts and the Supreme Court;
- a shortage of personnel and accommodation as well as budgetary constraints render it difficult to establish special rape courts throughout the country.

Attorneys-general throughout the country do take all steps necessary to ensure that rape cases are properly handled in courts with due sensitivity to the problems and concerns of rape victims.

Taking into account present constraints, the Department of Justice welcomes monitoring at

local levels by Non-Governmental Organisations and other concerned institutions or persons and will give consideration to requests emanating therefrom.

Mr G N PANDOR: Madam Speaker, arising out of the Deputy Minister's reply, I would like to ask just two brief supplementary questions. First, it is not clear from the Deputy Minister's responses whether the law establishing these courts was meant merely for the magisterial district of Wynberg, or is it a law that should be applicable nationally? Should the procedure have been set in place nationally?

Secondly, could the hon the Deputy Minister give us an indication of what level of statistic of rape justifies the creation of such courts, since he referred to the level not being a justifiable statistic in some areas?

THE DEPUTY MINISTER OF JUSTICE:

Madam Speaker, first of all, it is an administrative arrangement to provide these special courts where the need arises and to ensure that effective justice is, in fact, administered.

In so far as the level of rape cases is concerned, one has to bear in mind that what we have done is to approach the attorneys-general to ascertain from them whether there is a need for such additional courts elsewhere in the country. Their response to that is—as I have given and for the reasons enunciated—that there is no justification for the additional courts. I also did mention—I think the hon member should bear this in mind—that we are restrained as a result of the budgetary constraints to provide courts only for these special prosecutions.

Mr G N PANDOR: Madam Speaker, further arising out of the Deputy Minister's reply, from my experience I have not been aware that magistrates have had great concern in this matter. I would like the Deputy Minister to indicate whether his department, in seeking a response to this question, approached those organisations that have been directly concerned with the horrible statistics relating to rape in our country?

THE DEPUTY MINISTER OF JUSTICE: Madam Speaker, first of all, one of the reasons given was the fact that prosecutors are being trained to handle rape cases in the regional courts. So from that point of view the department is satisfied that this particular matter is receiving the necessary attention. In the very last

paragraph contained in the reply it was stated that the department would take cognisance of all NGOs which were prepared to make suggestions to the department should the need arise.

Mrs S M CAMERER: Madam Speaker, further arising out of the Deputy Minister's reply, I have one supplementary question, I mentioned in my speech on the President's Opening Address that there was a specific request in the Cape for a rape court in Mitchell's Plain, and I wonder whether the hon the Deputy Minister would be prepared to look at that specific case. It was, I believe, a request that emanated from the office of the Attorney-General in the Cape.

THE DEPUTY MINISTER OF JUSTICE: Madam Speaker, this particular request emanated from the Attorney-General of the Western Cape, but the request was in fact for a court to deal with child abuse matters and not rape specifically.

Women teachers to lose housing subsidy (324)

*15 Mrs I MARS asked the Minister of Education: *Howland 22/3/95*

(1) Whether women teachers receiving a housing subsidy lose such subsidy when they get married; if not, what is the position in this regard; if so, since what date;

(2) whether he or his Department intends taking any steps in this regard; if not, why not; if so, (a) what steps and (b) when;

(3) whether such steps will be retrospective; if not, why not; if so, retrospective to what date?

N223E

THE DEPUTY MINISTER OF EDUCATION:

(1) Yes.

(2) The matter of rationalisation of disparities in conditions of service as a result of gender is on the agenda of the Education Labour Relations Council. On the issue of the home-owners' allowance the employer has made an offer for the phasing in of the elimination of disparities. Rationalising disparities necessitates a total rethink at the package of service benefits with a view to a total restructuring of the package in order to structure an acceptable and affordable package.

(3) This question cannot be answered now because it will depend on the outcome of negotiations.

Mrs G N MPANDOR: Madam Speaker, arising from the hon the Deputy Minister's reply, I should like to pose the following supplementary question. We have, in some ways, had a situation similar to this one with regard to the taxation of married women. I wonder whether there has been any consideration of the fact that this situation is really unconstitutional. Has this been discussed by the Ministry?

Secondly, I do not believe that there was a response to the last part of the question pertaining to the date after which the situation has changed. Could the hon the Deputy Minister please provide us with a response?

THE DEPUTY MINISTER OF JUSTICE: Madam Speaker, I regret that I am not able to respond to that question as it was not included in the reply I was furnished with. I cannot give the information regarding the date, but I undertake to take it further with the Department and I hope to be answering that question later.

I would just like to say that as far as the whole issue of the constitutional provision on the matter of gender is concerned, certainly it is a very strong force in influencing all the actions being taken within the Ministry, and also in respect of this particular matter. We are therefore very sensitive to that aspect as, I am sure, are the Finance Ministry, and they have so indicated.

For written reply.

Applications for indemnity: approved/rejected

36. Mr A J LEON asked the Minister of Justice:

- (1) How many persons had applied for indemnity in terms of the Indemnity Act, 1990 (Act No 53 of 1990), as at the latest specified date for which information is available; *Handwritten: 22/3/95*
- (2) whether the indemnity application of any of these persons were not approved; if so, (a) in respect of whom, (b) why were such applications not approved and (c) when were (i) such applications received and (ii) decisions taken on such applications, in each case;

- (3) whether each such person was informed that his or her application had been (a) approved or (b) denied; if not, why not; if so, how;
- (4) whether he will make a statement on the matter?

NS6E

THE MINISTER OF JUSTICE:

- (1) According to the records of the Indemnity Office, 13 981 applications for indemnity were received from the beginning of the process up to and including 24 February 1995 in terms of the Indemnity Act, 1990 (Act No 35 of 1990).

This figure includes the approximately 3 500 policemen who sought to secure indemnity in terms of the categories created in the *Government Gazette* dated 24 April 1991. It should be noted, however, that the figure of 13 981 does not include any applications for release from prison.

- (2) (a) (i) A total of 207 individual applications for indemnity (that is not category-based) were refused. A list containing details of the said 207 applications is attached hereto.

In addition, 645 applications relating to offences committed after the cut-off date (12:00 on 8 October 1990) were not formally refused, but they could not be processed and considered due to the fact that the Indemnity Act, 1990 and Further Indemnity Act, 1992, did not make provision for offences committed after the cut-off date of 8 October 1990. Such applications may be renewed once the cut-off date is extended.

- (ii) With regard to this question, it should firstly be explained that in terms of section 2(1) of the Indemnity Act, 1990, unconditional indemnity was granted to—
- (a) persons who left the Republic unlawfully (Gov-

ernment Notice No 3013 dated 18 December 1990);

- (b) persons who underwent military training with the object of overthrowing the apartheid government (Government Notice No 501 dated 6 March 1991); and

- (c) persons who committed any of the acts mentioned, such as:
 - convening a prohibited gathering;
 - holding a prohibited gathering;
 - arson or public violence or malicious damage to property;
 - intimidation;
 - high treason, terrorism or sabotage (where no serious injury was inflicted);
 - attempted murder (where no serious injury was inflicted);

Category created on 18/12/90	illegally leaving the country	5 302
Category created on 6/3/91	illegally receiving military training	4 709
Category created on 24/4/91	various offences but excluding offences that resulted in death or serious injury	1 016
TOTAL		11 027

In some instances an individual applied for indemnity for offences in terms of more than one category. This therefore means that the total number of persons who applied to take advantage of the category-based indemnities was less than the number of indemnities.

According to the Indemnity Office also, none of the approx-

- possession of arms, ammunition and explosives under certain circumstances; or
- trespassing.

No specific provision was made for the granting or refusal of indemnity in respect of any application designed to ensure the acquisition of indemnity in respect of any of the aforesaid categories. Indemnity is acquired on receipt of application, provided that the application complies with the requirements published when the category was created.

Of the 13 981 applications, more than 11 500 were for indemnity in terms of categories.

The names of persons who in the opinion of the Indemnity Office had complied with the requirements of the category, were published in the *Government Gazette*. Every single name in respect of the following categories was so published:

more than 3 500 policemen who sought to secure indemnity in terms of the 24 April 1991 categories, acquired indemnity because details of the act or acts in respect of which indemnity was sought to be acquired, were not specified. It follows therefore that none of their names was published in the *Government Gazette* either.

QUESTIONS

* Indicates translated version

For written reply *(32)*
Harward 23/3/95

Qualified teachers: redundant/retrained/reired

16. D. T. J. KING asked the Minister of Education:

- (a) How many qualified teachers were (i) made redundant, (ii) retrained or (iii) retired in 1993 and 1994, respectively, because of a surplus of teachers, (b) how many teachers who qualified at the end of (i) 1993 and (ii) 1994 were unable to obtain posts from the beginning of 1994 and 1995, respectively, and (c) how many White student teachers have been recruited from the State at present, (d) what is the annual cost to the State of such bursaries and (e) in respect of what date is this information furnished?

N29E

THE MINISTER OF EDUCATION:

The required information as supplied by the pre-election education departments is as follows:

- (a) (i) 1993: 1 056
1994: 575
- (ii) 1993: 665
1994: 667
- (iii) 1993: information not available
1994: information not available
- (b) (i) 1 152
(ii) 1 221
- (c) information not available

Enrolment of pupils in first grade/Sub A in provinces

38. Mr. M. J. ELLIS asked the Minister of Education:

- (1) (a) How many pupils were enrolled in first grade/Sub A in each province for the 1995 school year and (b) what is the teacher/pupil ratio in respect of each province;
- (2) whether any children seeking enrolment in first grade/Sub A were unsuccessful; if so, (a) how many and (b) what action has been taken as a result?

N59E

THE MINISTER OF EDUCATION:

- (1) (a) The number of pupils enrolled in each province for the 1995 school year is as yet unknown, since this information is at present being collated.
- (2) (a) and (b) From the information already available it is evident that only in a few cases could prospective pupils who have not yet turned six years old not be accommodated.

Textbooks/other supplies for schools in 1995

39. Mr. M. J. ELLIS asked the Minister of Education:

- Whether any schools had not received (a) textbooks and (b) other supplies in time for the start of the 1995 school year; if so, (i) how many, (ii) where and (iii) why?

N60E

THE MINISTER OF EDUCATION:

The answers to the above questions are dealt with as the information was received from various education departments. All education departments had not responded when this report was prepared.

Education and Culture Service, Ex Administration, House of Representatives

- (a) Yes, however, most, if not all schools of the Education and Culture Service, Ex Administration: House of Representatives, were sufficiently/adequately supplied with textbooks.
- (b) Yes and no. The main requisition of the schools of the Education and Culture Service, Ex Administration: House of Representatives, comprises a variety of items of which certain items are acquired on contract. Because of this a school does not receive all its items at once, but on a continuous basis.

With regard to the provision of exercise books, it was found that all the schools did not receive the required stock due to the fact that the contractors were in short supply of certain products needed to manufacture these books.

The problems and grievances at the start of the 1995 school year did not differ much from those of previous years. Unforeseen increases in pupil numbers, inadequate funding, etc. are examples in this regard.

Where insufficient books, stationery and materials were received the Department acted in the following manner:

- (a) Transfer of excess stock to the schools which experienced shortages via its branch offices. Use is also made of the co-operation of principals and inspectors of education.
- (b) Local purchases were made in terms of prescriptions of treasury and the State Tender Board.

In this regard savings made possible from other programmes were utilised for the purchase of absolute necessities. An amount of R5 000 000.00 has been made available to the Western Cape Regional Offices for the purpose of obtaining absolute necessities for schools.

Education and Culture Service, Ex Administration, House of Assembly

All schools received textbooks and other supplies on time.

Education and Culture Service, Ex Administration, House of Delegates

Only Dundee School and Newlands West School in Durban did not receive textbooks and other supplies on time because as other requirements for additional books and other stocks were not received, timeliness to be included in the tenders. Their late requisitions have, however, been included in the supplementary orders.

Western Cape Education Department

Although all schools received textbooks and other supplies there were shortages in various schools owing to the inability of lenders to deliver the complete order as a result of a shortage of paper.

The extent of shortages varies from school to school. A survey of the schools is being made and it is not possible to provide replies to questions (i) and (ii) at this stage.

North West Education Department

All schools are in the process of receiving textbooks. Delivery of former DET textbooks was delayed after an initial enquiry into possible corruption in September 1994. An inquiry into the matter found allegations to be untrue. However, there was a delay in delivery to DET schools.

The former BOP Department of Education issued textbooks to children for the first time in its history. Certain delays occurred as a result of administrative problems:

- (1) The provision of textbooks was not budgeted for by ex BOP in the 1994/95 budget and the treasury only made the funds available on 25/01/95.
- (2) Investigations into allegations of irregularities are further delaying the completion of textbook deliveries to former BOP schools.

With regard to other supplies it should be noted that, due to the unreliability of existing census statistics, the increase in pupil numbers in all standards exceeded all expectations. The Department is therefore having to draw up a supplementary budget in order to acquire the necessary supplies to make up for shortfalls.

Gauteng Education Department

All schools in Gauteng are administered under agency agreement by any one of the four relinquishing departments. The Gauteng Department does not have the files of these schools nor the reporting structure to provide this information until appointments in the Department have been made. The information would have to be gathered from each agency department, and the allocated times does not permit this exercise.

Eastern Transvaal Education Department

- (a) Textbooks and prescribed books
- In the Moutse area prescribed books were delivered to all schools in October/November 1994 in preparation for the start of the 1995 school year.

In KwaZulu prescribed books were delivered in November/December 1994. Deliveries were not completed because of the festive season break. Deliveries resumed again in January 1995. Deliveries were made to Arca

Women still lose out

CT 23/3/75

(321)



POLITICAL STAFF

WOMEN teachers are still losing their housing subsidies if they get married, despite a provision in the constitution outlawing gender discrimination.

In reply to a question in Parliament yesterday, Minister of Education Prof Sibuso Bengu said women teachers stopped receiving subsidies when they got married.

He said the rationalisation of disparities in conditions of service was on the agenda

of the Education Labour Relations Council.

"On the issue of the home-owners' allowance, the employer has made an offer for the gradual phasing in of the elimination of disparities."

Prof Bengu could not say whether these steps would be retrospective, as "this will depend on the outcome of negotiations".

The Deputy Minister of Education, Mr Renier Schoeman, said the issue was "very sensitive" and the department was examining the implications carefully.

FRIDAY
MARCH 24, 1995

Muslim married women 'single'

27 4/3/95
BY BARRY STREEK
POLITICAL STAFF

2554
321

MUSLIM married women teachers do not lose their housing subsidies when they marry because Muslim marriages are not legally recognised.

Muslim women are, therefore, officially regarded as single, even if they are married by Muslim rites.

But women married by Christian rites or state-recognised marriage officers immediately lose their housing subsidies when they marry.

This was confirmed this week by the Minister of Education, Professor Sibusiso Bengu.

Married women in the civil service also lose their subsidies — whether Muslim or not.

"This really bugs me," one civil servant said yesterday. "It will bug me for the rest of my life."

No space for thousands of W Cape pupils

BARRY STREEK
POLITICAL STAFF

THIS year 3 500 prospective pupils in the Western Cape could not be accommodated in schools, the Minister of Education Professor Sibiso Bengu said yesterday. He said this in reply to a ques-

tion tabled in Parliament by Mr Mike Ellis (DP). Prof Bengu said in reply to another question by Mr Ellis that although all schools in the Western Cape received textbooks "there were shortages in various schools owing to the inability of tenders to deliver the complete order as a

result of shortage of paper". A survey was being made to assess the extent of the shortages. In reply to a question tabled by Dr Tersia King (NP), he also said 2 863 qualified teachers were made redundant or were retrenched over the past two years. He said 1 056 teachers were

made redundant in 1993 and 575 in 1994. A further 663 teachers were retrenched in 1993 and 667 in 1994. **CT 24/3/95** Prof Bengu also said 1 152 teachers who qualified at the end of 1993 and 1 721 who qualified at the end of 1994 were unable to obtain poss- **(32)**

DP fights for women teachers

321

ANTHONY JOHNSON
POLITICAL CORRESPONDENT

CF 27/1346
THE Democratic Party threatened at the weekend to go to the Constitutional Court to overturn discrimination against married women teachers and civil servants.

The Public Servants Association has calculated that women denied house-owners' allowances, housing loan schemes and certain pension benefits can lose as much as R700 000 over 20 years.

The association's official journal, *The Public Servant*, has also complained that departments repeatedly refused women in the public service maternity leave, forcing their resignation.

DP spokesperson on women's affairs, Ms Dene Smuts, said: "Now that an equality clause in the constitution is in place, it is unconstitutional for the state to discriminate against female employees, whether they are teachers or fall into other categories of civil servants."

Teachers safe but new plans needed

BARRY STREEK
POLITICAL STAFF

(221)

CT 11/4/95

NO teacher in the Western Cape would lose his or her job but new plans would have to be made to fund education, the provincial Minister of Finance, Mr Kobus Meiring, said yesterday.

The department of education was creating the province's single biggest financial problem, and it was an inherited problem, he said in reply to the budget debate in the Western Cape legislature.

"The fact is that if we merge the inherited departments and if we do our calculations for the financial problem, we have a big problem. The message is quite clear — right from the top — no teacher will lose his or her job and against this background we now have to make new plans."

Mr Meiring said that by early next year the province would have a cash flow problem unless something drastic happened. "We will have to think innovatively to achieve more with less money."

"We must look at ways to convey knowledge in the quickest, most effective way and I believe that the electronic media can play a major role in this regard."

The department of health had to be congratulated on the way in which they were handling a difficult situation.

"We have a health system which is on the one hand world famous, but on the other hand does not yet fully reach the people in the townships."

6 000 TEACHERS MAY BE RETRENCHED

Education crisis

CT 4/4/95

321



DESPITE President Nelson Mandela's promise that teachers' jobs are secure, retrenchments may be necessary to fund a R488m budget deficit. **CHRIS BATEMAN** reports.

UNLESS Western Cape Education receives R487 million to supplement a budget slashed by Pretoria, 6 000 staffers will have to be laid off — despite President Nelson Mandela's assurance that no teachers would be retrenched, acting director of education Dr Francois Knoetze said yesterday.

Addressing the province's Standing Committee on Public Accounts and Finance, Dr Knoetze said that the "departure points" of his department and that of central government for calculating the province's budget differed by about R639m.

"Our current budget commitments amount to R3,77 billion, as against the guideline of R3,131bn allocated to our province," he told the committee.

This meant his department would run out of funds to pay teachers by the end of December — three months before the current

financial year ended — unless the situation changed.

Mr Brian Gilbert, chief director in Dr Knoetze's department and the man at the centre of negotiations with Pretoria, said R151m might be saved by slashing equipment provision to schools, professional (outside) specialist services and transfer payments.

While this reduced the R639m deficit to R488m, "the only way to fund that is the retrenchment of 6 000 teachers and administrative staff", he emphasised.

Dr Knoetze and his team told local legislators that Pretoria had made no funding allocation for 566 former DET teaching posts (black schools) which the province had committed itself to create, and said that R26m in adult education, R18m in pre-primary education and R32m for "additional posts" was also uncatered for.

Existing schools could not be adequately furnished nor obsolete

computer equipment replaced, 28 primary and six secondary schools would not be built and schools for handicapped children would be inadequately subsidised.

Unlike the health department, also other hard-hit by funding cuts, education had no income creation capacity. This added towards "tremendous uncertainty with teachers wanting answers we cannot give", he said.

Mr Gilbert said unlike other provinces, the Western Cape's most favourable pupil/teacher ratios were in the former House of Delegates schools (Indian) followed by the former House of Representatives (coloured) and Model C schools (whites).

Asked after the meeting about funding prospects, Mr Gilbert replied: "I'm not very hopeful." He said clarity was needed on what Mr Mandela meant when he said no teachers would be retrenched.

"Our intention is not to abolish teaching posts, it's all about moving towards equity and we're being prevented from doing that (by Pretoria)," Mr Gilbert said.

Sadtu nominates teachers for jobs

By Bongani Mavuso

THE Soweto branch of the South African Democratic Teachers Union has earmarked posts for teachers in a number of schools in the township.

Branch spokeswoman Ms Palesa Popi said yesterday there were 69 vacant posts for principals and 28 for deputies at various schools in Soweto.

Sadtu has compiled a list of teachers

the union has earmarked for the posts. The list has been circulated to schools and teachers in the area.

"This list is a suggested document intended to evoke discussion on the matter.

We encourage the teachers to apply for the posts irrespective of the irrelevant qualifications given to them by the apartheid authorities," Popi said.

"We hope their appointments will finally result in a vibrant administration

that ensures the reconstruction and development of education.

"However, some of the teachers we earmarked have shown no interest in the posts."

A chief personnel officer at the former Department of Education and Training, Mr Jonathan Ntshangase, said yesterday the department was not aware of Sadtu's list.

Ntshangase said prospective applicants will be interviewed by a task team

appointed by the education department.

"There will be transparency in the process. All applicants will be interviewed and the most capable applicants will be appointed by the Gauteng education department," Ntshangase said.

One of the teachers nominated by Sadtu, Mr Dan Habedi, said yesterday he was "surprised" when told that his name was on the union's list. He said he had been earmarked for a principalship at a school in Diepkloof.

NEWS No bright prospects for teachers

Thousands of teachers without jobs

*some say
6/4/95
(321)*

■ **LIMITED FUNDS** Northern Tvl

can't afford to employ more:

By Khathu Mamaila

THE NORTHERN TRANSVAAL government is to employ only 400 teachers this financial year — leaving more than 11 000 others jobless.

Addressing a Press conference at the Ranch Hotel outside Pietersburg after a premier's meeting yesterday, Northern Transvaal premier Mr Ngoako Ramathlodi said his government could not afford to appoint all the unemployed teachers because of limited funds.

Asked how many teachers would be employed, Ramathlodi said the initial number would be 400. He said other teachers might be employed in other provinces where posts were available.

Earlier this year Northern Transvaal MEC for education Dr Aaron Motswaledi said the province needed to employ 8 000 teachers to cut down on overcrowded classes.

Government sources said the future looked bleak. They said the 400 were presently employed on a temporary basis.

Education spokesman Mr La-Duma Thembe confirmed yesterday the 400

teachers were temporary staff. He said once the education budget had been tabled, the 400 would be the first to be considered for permanent employment.

He said the budget would be announced next week.

Asked to comment about the number of new posts, Thembe said it would be premature to say anything before the budget was announced.

Ramathlodi and other premiers blamed the national Government for low funding.

The premiers said there should be more involvement of provincial governments in drawing up the national Budget.

Last week hundreds of unemployed teachers marched on the offices of the education department in Pietersburg demanding work.

They threatened chaos would erupt if the department failed to create the 8 000 posts promised by Motswaledi.

Thembe denied that Motswaledi had promised that 8 000 posts would be created, saying the education minister had only said that for the teacher-pupil ratio to be reduced to 1:40, 8 000 teachers would have to be employed.

Sadtu's ⁽³²¹⁾ *Sowetan* claims ^{6/4/95} rejected

By Bongani Mavuso

THE Gauteng education department said yesterday it "firmly" rejected perceptions that the list of teachers who had been earmarked for posts at several Soweto schools were privileged to be appointed.

The list was compiled by the Soweto branch of South African Democratic Teachers' Union and was circulated to teachers and schools in the township.

Head of the education department Mr James Maseko said yesterday Sadtu's list had no status other than an internal document of the branch. "The parent component of democratically elected school governance structures will conduct interviews and make recommendations to the department for appointments," Maseko said.

"The department will prepare shortlists for the consideration of schools. The schools will be furnished with a complete list of all applicants and they will select the candidates whom they wish to invite for interviews."

Maseko said teachers' organisations would observe the process and highlight deviances from the "agreed procedures". Sadtu said it had prepared its list as a "suggested document intended to evoke discussion on the matter".

The union encouraged teachers to apply for the posts "irrespective of the irrelevant qualifications given to them by the apartheid authorities".

"Any perception that the Sadtu Soweto list privileges certain applicants is firmly rejected by this department and will be rejected by the community."

"Normal proceedings will be adhered to and the choice of recommended candidates for promotion posts remains the responsibility of the school governing bodies," Maseko added.

The posts — 69 for principalships and 28 for deputies — were advertised in last month's *Government Gazette*.

Bester supports WP's teachers

MICHAEL MORRIS

Political Correspondent

THE Democratic Party has voted against the Western Cape's 1995/96 budget in protest at the "cat-and-mouse game" to which the province's 40 000 teachers were being subjected.

Under-funding by the national government had placed the provincial education department "in a strategic cul-de-sac", said DP leader Hennie Bester.

The province's R2,5 billion teachers' salary bill for the year "is based on the retrenchment of 6 000 teachers". This had not taken place because President Mandela had promised recently that no teach-

ers would lose their jobs.

At the same time, state, finance and expenditure officials at the national level were "adamant that the nine provinces will not get a cent more than their existing budget allocations".

Teachers' salaries made up 85 percent of the entire Western Cape education budget.

The sum effect was that job security, morale and productivity of nearly half the provincial workforce was being undermined.

Mr Bester said that, while the DP supported the "overall thrust" of the budget, it was voting against it in protest at the treatment of teachers.

(321)
ARL 8/4/95

Pay warning by teachers

Education Reporter (321)

TEACHERS are extremely angry about their salaries and there could be "serious labour unrest" if negotiations for increases are unsuccessful.

This warning comes from the National Professional Teachers' Organisation of South Africa (Naptosa), which is discussing the issue with Education Minister Sibusiso Bengu today. *ARC 11/4/95*

In a statement, the organisation said it had recorded shock and dismay among teachers at all levels over the continued lack of progress on salary improvement.

Depending on the outcome of today's meeting with Professor Bengu, the organisation said it would consult its member organisations about any further action.

It called on the government "not to underestimate the anger of teachers over the salary issue, nor to fail to recognise the very real possibility of serious labour unrest in the entire teaching profession".

Teachers reject 'less than 1,5 %' pay increase (321)

ARG 12/14/95
Education Reporter

TEACHERS have rejected a "less than 1,5 percent" salary increase offer from the government and plan to take the matter further.

This follows a meeting yesterday between the National Professional Teachers' Organisation of South Africa (Naptosa) and Education Minister Sibusiso Bengu.

In a statement, organisation president Leepile Taunyane said there had been a frank exchange of views on various issues, including salary increases. It had been agreed to pursue matters "within the context of the Education Labour Relations Council, which would be meeting on April 19".

The teachers' organisation said it was particularly concerned over the "less than 1,5 percent increase" offered this year, which was "unacceptable".

Teachers remain (321) vexed with salaries *came Jan 12/14/95*

By Claire Keeton

TEACHERS are up in arms over their salaries and the lack of progress in wage talks with government.

However, the National Professional Teachers' Organisation of South Africa said after a meeting with Education Minister Sibusiso Bengu in Pretoria yesterday it "hoped rapid progress would now be possible". Naptosa president Mr Leepile Taunyane said the provincialisation of education and salary increases for teachers were dis-

cussed. There had been frank exchange, he said, and it had been agreed to pursue items within the context of the Education Labour Relations Council, which would meet again on April 19.

"Of particular concern was the offer of a salary increase of less than 1,5 percent to teachers, which in the view of Naptosa was unacceptable."

Naptosa had earlier warned government "not to underestimate the anger of teachers over the salary issue and not to fail to recognise the very real possibility of serious labour unrest in the entire teaching profession".

Teachers threaten pay strike

(321) Star 13/4/95

■ EDUCATION REPORTER

Teachers will go on strike if the Government does not reconsider its 1,4% salary increase offer, SA Democratic Teachers' Union general secretary Thulas Nxesi warned yesterday.

Nxesi said his union reserved the right to strike if several attempts at resolving the crisis

failed.

Sadtu and the National Professional Teachers' Organisation of SA, the major unions representing teachers in South Africa, are demanding an 18,4% increase and an improvement in service conditions.

Salary talks ground to a halt earlier this year when the Government refused to budge on its

1,4% offer.

Sadtu was also worried about the R640-million cut in the public sector budget for improving service conditions.

Nxesi said a national day of protest would be held soon to "pressure the Government to rectify the situation". Details of the day of protest would be released next week, he said.

Teacher wage dispute looms

By AYESHA ISMAIL

THE country's largest teachers' union said this week that it was on the verge of declaring a dispute with the government and threatened to take protest action after salary negotiations failed.

The South African Democratic Teachers' Union said the government had not improved its offer of 1.4 percent to accommodate the union's call for an 18.4 percent increase.

The union is also taking issue with the smaller than usual allocation made to educators to improve service conditions.

"Educators were only given R260-million of the R2.5-billion allocated to the public sector whereas in the past they received 38 percent," general secretary Thulas Nxesi said.

The union will announce the dispute this week and has given the government until the end of the month to respond to its demands.

(321) ST 16/4/95

Cape teachers still face retrenchment

By AYESHA ISMAIL

MORE than 6 000 teachers in the Western Cape Province will be retrenched this year if there is no increase in the region's education

(32) STCM 16/4/95
budget, which is R639-million lower than the previous financial year. This was said by spokesman for the Western Cape Education Department Dr Orland Firmani

only days after provincial Minister of Finance Kobus Meiring said that no teachers in the region would lose their jobs.

Mr Meiring, who was replying to a question on Monday during the debate on his budget in the Western Cape Legislature, said "new plans" would have to be made to avoid teacher retrenchments.

"We will have to think innovatively to achieve more with less money," he said.

Last month President Nelson Mandela gave Western Cape teachers the assurance that there would be no job losses in the region.

But on Wednesday this week, Dr Firmani said in a fax to Cape Metro that teaching posts would have to be abolished unless more money could be found.

"The number would have been 6 000 if it had been possible to retrench at the beginning of the financial year. Because the financial year has already started, and a full year's salary cannot be saved, the number could be in excess of 6 000," he said.

Teachers declare dispute over pay

BY JUSTICE MALALA
LABOUR REPORTER

Possibilities of industrial action by teachers increased yesterday when the National Professional Teachers' Association of SA (Naptosa), the largest teacher organisation in the country, declared a formal dispute with the Education Ministry.

The move by the moderate association follows the decision by the SA Democratic Teachers' Union (Sadtu) last week that it would declare a "day of protest" in which activities would be undertaken to highlight the plight of teachers.

The association declared the dispute after

19/4/98
talks in the Education Labour Relations Council in Pretoria yesterday.

Naptosa and Sadtu are demanding an 18,4% increase. The Government has offered 1,4%.

Naptosa president Leepile Taunyane said he hoped that teachers would not be forced to resort to industrial action as this would not be in the interests of pupils or of education.

He said it was clear that less than 10% of the R2,5-billion allocated for improvement of conditions in the entire public sector was being offered to teachers for salary improvements in the 1995/96 financial year.

Teachers' strike on the cards

(321) *Sowetan* 19/4/95

By Claire Keeton

THE THREAT of widespread labour unrest among teachers has cast a shadow over the reopening of schools in Gauteng today.

The major professional bodies representing teachers countrywide — the National Professional Teachers Organisation of South Africa and the South African Democratic Teachers Union — have both warned of strike action if there is no significant progress soon in wage talks.

Salary increase

Naprosa and Sadu are demanding an 18.4 percent salary increase. Government has, however, not budged on its opening offer of 1.4 percent.

Negotiations between teacher bodies and government in the education labour relations council have stumbled along since late last year with little progress on salaries, parity and service conditions. The council will meet again tomorrow to tackle these issues.

Sadu spokesperson Miss Kaie Skinner said yesterday the union's national campaigns committee would meet to-

day to thrash out what action will be taken if the deadlock is not resolved.

"It will probably be a stayaway, but not in the traditional sense. Teachers will get together and discuss problems in education, including ways to reconstruct the culture of learning and teaching," she said.

Day of protest

Sadu's national council decided last week to hold a "day of protest" to put pressure on the Government and make the general public aware of the frustrations of teachers.

The union said it was concerned about the allocation of R2.5 billion for the improvement of service conditions of the public sector as a whole.

In the past 38 percent had been distributed to educators but this year they got only R260 million out of the R2.5 billion.

In spite of these problems, schools are gearing up for the second term of the year.

Some schools, such as Naledi High School in Soweto, did not close for the Easter holidays. At Naledi five teachers continued to teach matric pupils, at their request, until the Easter weekend.

Teachers declare labour dispute

CT 20/4/95

(321)

PRETORIA: South Africa's two teachers' unions yesterday declared a formal labour dispute with Education Minister Professor Sibusiso Bengu after a deadlock in pay talks here.

Announcing the move, which could pave the way for a legal teachers' strike, the National Professional Teachers' Organisation of SA (Naptosa) said the government's pay offer was an insult.

Naptosa's opening demand was for an increase of 18,4%. The government proposed that teachers earning between R1 500 and R3 500 a month get increases ranging from 0,2 to 6,6%. Those earning more would get no raise.

"It means that some teachers will get a raise or as little as R7 a month and about 35 000 teachers will have no increase at all," Naptosa president Mr Leepile Taunyane said.

He said the South African Democratic Teachers' Union had also declared a formal dispute.

The two unions represent about 220 000 teachers in the Edu-

cation Labour Relations Council, with Naptosa accounting for 60% of the voting strength in the negotiating body.

Mr Taunyane said that if the government was serious about avoiding unrest it would need to reappraise its offer.

Mr Taunyane emphasised that the union would be reluctant to embark on a strike as this would be detrimental to children and parents — "but we will not shy away from this option once all other avenues have been exhausted".

Priority

Mr Taunyane said that only R260 million of the R2,5 billion available for public service raises had been set aside for teachers' increases.

The government had said that improving minimum wages in the public service was its priority.

Funds previously used for improving only teachers' salaries had been allocated for this purpose. — Sapa

Dispute as teacher pay talks founder

PRETORIA — SA's two teacher unions yesterday declared a formal dispute with Education Minister Sibusiso Bengu after wage negotiations deadlocked earlier in the day.

Announcing the move which could pave the way for a legal teachers' strike, the National Professional Teachers' Organisation of SA (Naptosa) said the government offer was "an insult".

"It means that some teachers will get a raise of as little as R7 a month, and about 35 000 teachers will have no increase at all," Naptosa president Leepile Taunyane said.

He said the SA Democratic Teachers' Union (Sadtu) had also declared a formal dispute.

The two unions represent about 220 000 teachers in the Education Labour Relations Council, with Naptosa accounting for 60% of voting strength in the negotiating body.

Taunyane said that if government was "serious about avoiding unrest" it would have to revise its offer.

Naptosa's opening demand was for a rise of 18,4%. The state offered

1,4%, and only to teachers earning less than R45 000 a year.

Naptosa executive director Huw Davies warned of "enormous anger throughout the teaching profession. Teachers are disillusioned and the gravity of the situation should not be underestimated."

Taunyane said the union was reluctant to embark on a strike as this would be detrimental to children and parents — "but we will not shy away from this option once all other avenues have been exhausted".

Naptosa was now awaiting the nomination of a mediator who had to be appointed within seven days in terms of labour legislation.

Taunyane said the unions learned in the morning's talks that only R260m of the R2,5bn available for public service salary raises had been set aside for teachers.

The government had proposed increases for lower-paid teachers only.

Naptosa was told that improving wages in the public service was the government's priority. Funds previously used for improving only teacher salaries had been allocated for this purpose. — Sapa.

Teachers 'forced into dispute on wages'

Education Reporter

TEACHERS who have never before considered strike action are asking themselves how much longer they will be able to hold out under present salary conditions without taking alternative steps.

Huw Davies, executive director of the National Professional Teachers Organisation (Naptosa), said teachers had been forced into a dispute with the government after wage negotiations deadlocked this week.

Naptosa and the South African Democratic Teachers Union (Saddu) have declared independent disputes with Education Minister Sibiso Bengu over the matter.

Naptosa's opening demand was for an increase of 18.4 percent.

The government had, only R260 million on the table, said Dr Davies.

"If you take this across the

board, it amounts to an increase of 1.47 percent.

"If you apply it to the bottom third of teachers, those earning R1 500 a month gross, the increase amounts to 6.4 percent before tax.

"And, if you apply it to teachers getting R4 500 a month, it means an increase of R7 a month after tax."

Dr Davies said if this formula were applied, it left all other

teachers without any increase at all.

"We say this is not on. Last year, when the Labour Relations Act came into being, the agreement was that 39.1 percent of whatever amount was available in the public service would go to teacher salary increases.

"This has not happened. The amount now is under 11 percent.

Where has the rest of the money gone?

"The change was never negotiated. It was a unilateral decision on the part of the government."

Dr Davies said teachers were not disputing the need for the government to address important matters in the public sector.

"We say in addition to that, that the needs of teachers need to be given more attention. The government cannot act unilaterally.

"We understand there is a predicament, but it needs to be handled within the provisions of the law."

In terms of the Labour Relations Act, the government has seven days in which to appoint a mediator.

If the mediator finds there are sufficient grounds for a dispute, the matter will be taken further.

Teachers were extremely angry, said Dr Davies.

AKL 20/4/95 (321)

education looming

Teacher unions declare dispute over salaries

(321) (SOWETAN) 20/4/95

Sowetan Correspondent

TEACHERS' unions have declared an industrial dispute over wages as government's offer will see "only one third" of all teachers qualifying for increases.

Members of the National Professional Teachers' Organisation said in announcing the dispute yesterday the union would not shy away from strike action if all other methods failed.

The South African Democratic Teachers' Union has also declared a dispute.

Wages frozen

According to the offer made by government, teachers earning more than R45 000 a year would not receive an increase this year and would effectively have their wages frozen.

Last year's increase was only 5,6 percent.

For those earning under R45 000, increases ranging between 0,028 percent and 6,6 percent had been offered, said Mr Andrew Pyper of Naptosa.

He said this meant teachers earning R18 000 a year would receive about R80 a month more after tax while those

earning R44 000 would get an extra R3,66 in their pay packet.

Naptosa has called for an 18,4 percent increase, saying this would redress poor increases of previous years.

The worst hit teachers were those already suffering under recent taxation changes. They, according to union spokesmen, would be worse off that last year.

Dispute resolution

Naptosa president Mr Leepile Taunyane said the dispute resolution process would hopefully lead to a resolution of the problem, but if there was no other option, the union would not hesitate to strike.

Taunyane said: "We do not believe that striking is in the best interests of the pupils nor do we want to alienate the parents."

Whereas teachers might have expected about R800 million for salary increases in the light of existing agreements, only R260 million is available, he said.

What was totally unacceptable was that the reallocation of funds had not been negotiated with the teaching profession, he said.

Teachers give govt three weeks

CT 21/4/95 (321)

SPECIAL CORRESPONDENT

JOHANNESBURG: The government was granted a three-week reprieve yesterday to try to avert looming industrial action by thousands of dissatisfied teachers.

The reprieve follows Wednesday's formal declaration of a dispute between the Education Ministry and the SA Democratic Teachers' Union (Sadtu) and National Professional Teachers' Organisation of SA (Naptosa) over salary negotiations.

The government is offering a 1,4% increase while Sadtu and Naptosa are demanding 18,4%.

But fears of an immediate strike were shot down yesterday by Sadtu assistant general secretary Mr Mxolisi Nkosi.

Mr Nkosi said the only industrial action planned was a national day of protest on May 12 in which close on 200 000 teachers were expected to take part.

"We have laid no plans for a nationwide strike. But we are currently consulting with our mem-

bers to get a mandate," he said.

Mr Nkosi also warned, however, that Sadtu would not rule out a strike as a last option.

"The day of protest is intended to show the government that if they do not take us seriously and review their offer as well as the budget allocation for the education sector, we will step up our action. We have been very responsible and patient for the past six months, but there has been no willingness and reciprocity on the part of the state," he said.

Teachers rule out pay strike for now

(32)

■ BY LEE-ANN ALFREDS
EDUCATION REPORTER

The Government was granted a three-week reprieve yesterday to try to avert looming industrial action by thousands of dissatisfied teachers.

The reprieve follows Wednesday's formal declaration of a dispute between the Education Ministry and the SA Democratic Teachers' Union (Sadtu) and National Professional Teachers' Organisation of SA (Naptosa) over salary negotiations.

The Government is offering a 1,4% increase while Sadtu and Naptosa, who represent the majority of teachers, are demanding 18,4%.

But despite talk of impending industrial action by thousands of disgruntled, mostly black teachers, fears of an immediate strike were shot down by Sadtu assistant general secretary Mxolisi Nkosi yesterday.

In an interview with The Star, Nkosi said the only industrial action planned was a national day of protest on May 12 in which close on 200 000 teachers were expected to participate.

"The reason we chose a Friday was to avoid the possibility of it spilling over. It will be only a one-day protest. We have laid no plans for a nationwide strike.

"We will also be holding a national executive meeting early in May to review the progress in wage talks and to formulate policy to guide the union," he said.

"Our first national co-ordinated action since the elections will not be similar to actions we embarked on in the past. We will be very disciplined and responsible. Our aim is not confrontation, but to highlight the demands of the teachers," Nkosi said.

But he warned that Sadtu would not rule out a strike as a last option if all other avenues of negotiation failed.

"We have been very responsible and patient for the past six months, but there has been no willingness and reciprocity on the part of the State," he said.

NEWS Teachers want improved of

Worry over tutors' threat

Sowetan 21/4/95 (321)

■ LABOUR DISPUTE Parties urge

Government to avert teachers' strike:

By Claire Keeton

POLITICAL PARTIES YESTERDAY called on the Government to do its utmost to avert a strike by the organised teachers. This follows Wednesday's declaration of a formal labour dispute with the Government by the major teachers' organisations — the National Professional Teachers Organisation of South Africa and the South African Democratic Teachers Union.

Education Department spokesman Mr Cōrie Rademeyer said the Government would enter the mediation in good faith. "I'm confident we will make progress."

Naptosa and Sadtu have threatened action if the Government does not improve its opening offer of a 1,4 percent wage increase. The teachers are demanding an 18,4 percent increase.

The bodies were shocked to learn that less than 10 percent of the amount allocated for improvement of conditions in

public sector was being offered to teachers, when according to existing agreements 39,1 percent should be allocated.

National Party education spokesman Mr Piet Marais said: "The Government deviated from the big ratio allocated to educators. This must be negotiated now.

"The (education) minister must go out of his way to establish a new contract with organisations in the interests of the country."

His African National Congress counterpart Ms Pumla Mtyaku said the education ministry and the organisations were due to meet yesterday. "The ANC hopes they can find an amicable solution."

Education secretary of the Azanian People's Organisation Mr Jake Dikobo said the Government must try to meet teachers' demands.

Democratic Party education spokesman Mr Mike Ellis urged all parties to resolve the dispute promptly and fairly, saying "a potential wage rise of 1,4 percent is unrealistic but so is 18,4 percent".

Govt 'batting to find cash to avert teachers'

(321) Stan 22/4/95

LEE-ANN ALFREDS

THE Government is so determined to avert a teachers' strike that it has been trying to find additional funds to pay educators for months, according to a well-placed source.

But all attempts to juggle the Budget had proved unsuccessful and no extra money was available, the source said.

The Government had foreseen the problem of increases and the issue had been raised in the Cabinet "as early as last year."

"The Government was, and is, so determined to ensure that there is no strike that they tried to find extra money for better increases. They even considered the situation so important that two deputy

presidents held several meetings with key stakeholders," he said.

He said speculation about a teachers' strike in the near future was "premature", as this week's declaration of a dispute was only the first step in a labour dispute.

"Things may be settled in mediation. Nobody wants a strike. Nobody is likely to support a strike at the moment — not the Government, the community or the teachers — because they know the implications. Everyone knows what's at stake. They all know that the country is trying to build a new education system and this year is crucial in achieving this goal," he said.

The source said salary talks were at a "delicate

stage", as teachers were putting pressure on their unions.

Education Ministry spokesman Lincoln Mall declined to comment on a possible strike, saying Minister Shibusso Bengu was waiting for a report from the negotiators before making any statement.

SA Democratic Teachers Union assistant general secretary Mxolisi Nkomo denied teachers were putting pressure on the leadership for them to take action.

"We are not being held to ransom. Our decision to hold a national day of protest on May 12 arose from our frustrations with negotiations."

"We also wanted to send a clear message to Government that we are serious about our demands for better

pay and service conditions," he said.

SADTU has also repeatedly denied that it has plans to strike in the near future. It has, however, reserved the right to strike as a last resort.

Hlengiwe Davies, executive director of the National Professional Teachers' Organisation of SA, the largest teachers' union, also ruled out the probability of industrial action, saying "the word 'strike' is not in the vocabulary of my union."

Davies stressed: "We do not believe striking is an appropriate measure to use."

"We are determined to press our claims within the framework of the laws and will proceed with all legal avenues," he said.

strike

Weekend
April 22-23 1

'Sign first, then teach'

(321) CP23/4/95

By SIPHO KHUMALO

SEVERAL teachers seeking new posts in Umlazi, KwaZulu/Natal, have claimed that some school principals have demanded they sign a controversial pledge of loyalty to the former KwaZulu homeland government.

In response to these allegations, the South African Democratic Teachers' Union (Sadtu) has demanded the practice of pledges be scrapped or else it will take "appropriate" action.

The pledge, introduced by the then KwaZulu homeland in the 1980s, demands of teachers that they sign a "solemn" declaration and undertaking not to directly or indirectly "denigrate" the head of the KwaZulu government, cabinet members or anyone in authority in KwaZulu's government services.

However, teachers who spoke this week to City Press, and who prefer to

remain anonymous, said that with the political changes in the country since the national election they should not now have to sign such a document.

The other section of the pledge demands that a teacher declare his or her political affiliation or any connection to a workers' union.

The pledge asks applicants: "Have you ever had sympathies with any organisation or ideology which is considered to be subversive from the point of view of the State?"

Communism

"If so, describe; (and) what are your personal views on communism?"

A teacher at a school where the pledge was reportedly signed recently told City Press that this type of pressure clearly indicated that nothing had changed "in this part of the world".

Another section of the pledge demands that a

teacher declare his or her political affiliation or any connection to a workers' union.

Sadtu spokesman Mfundu Sibiyi said "there is no way teachers in any province should find themselves signing any pledge that is not directed by the national ministry of education.

"If teachers are forced to sign pledges the union will take appropriate action to stop it," he said.

A spokesman for the Interim Provincial Strategic Planning and Management Committee, a body with the task of overseeing the amalgamation of different education departments in KwaZulu/Natal, said the pledge had never been cleared by the organisation.

"Our body is totally apolitical. If this declaration is still being signed I would be very surprised," said spokesman Lampies Cornelius.

Several attempts to get a comment from Ulundi were unsuccessful.

(321) ST 23/4/95

Bengu's plan puts all teachers' jobs at risk

By AYESHA ISMAIL

EDUCATION Minister Sibusiso Bengu has proposed abolishing all 360 000 government teaching posts in South Africa in one go — and then leaving it to the nine provinces to rehire as many teachers as they can afford.

The controversial proposal has been put before the bargaining unit of the education labour relations council and is still under discussion.

It proposes that, "by decree of the national minister of education", all college and school teaching posts in South Africa will simultaneously be abolished.

According to reliable sources this will affect as many as 360 000 posts, with no guarantee of reappointment for teachers whose posts are abolished.

Once these posts have been scrapped, the MECs for education in each of the nine provinces will simultaneously create a number of college and school posts in their regions. The number of posts will be identical to the number of posts at institutions abolished by central government.

The provincial education MECs will then have to determine how many teachers they can afford, and how many are needed to maintain a pupil-teacher ratio of between 35 and 40 to one.

Once the new posts have been created,

teachers will have to reapply — and there is no guarantee that they will be rehired.

They will reapply for three kinds of posts: existing posts, new posts and affirmative action posts.

Teachers who are not rehired within six months will be retrenched. They will receive severance benefits which will include payment of accumulated leave benefits and up to an additional five years service in terms of pension benefits.

Education sources involved in the negotiations with the education ministry say this will have to be done as "there is no mechanism for the transfer of posts from one level of authority to another that exists".

Repeated attempts to contact Professor Bengu for comment yesterday were unsuccessful.

Archie Vergotine, president of the Cape Teachers' Professional Association, said his organisation would oppose any teacher retrenchments.

"There is no guarantee that teachers will not be retrenched. If the government goes ahead with its plan, it will be disastrous for all," he said.

Mxolisi Nkosi, assistant secretary-general of the South African Democratic Teachers' Union, said the move was con-

To Page 2 ⇨

⇨ **From Page 1**

stitutional and was aimed at moving the responsibility from the national ministry to provincial ministries.

He said education was no longer a national concern but a provincial one and all that Minister Bengu was doing was effecting that.

(321) ST 23/4/95

Teacher proposal

"Our position is that all existing posts inherited from the former apartheid education departments should be absorbed in the new education dispensation," Mr Nkosi said.

Eddie Snyders, the coordinator of the Western Cape Principals' Forum Educators, said he was unaware of the existence of the document.

He warned that if the government went ahead with the plan "we will experience unprecedented labour action in this country and a complete collapse of the education system".

Bengu: No plan to fire teachers

(321) CT 24/4/95

PRETORIA: Education Minister Professor Sibusiso Bengu has slammed a report that 360 000 teaching posts would be abolished.

Prof Bengu said in terms of the interim constitution teachers should be employed by the provinces, necessitating the rationalisation of 14 apartheid-based education departments.

Part of this rationalisation was "the abolition of posts in the former departments and the creation of an equivalent number of posts in the provinces". —Sapa

Minister angry at weekend media report

Retirement threat to 'extra' teachers

(321)

SAW 24/4/95

STAFF REPORTERS

Teachers whose posts are made redundant by the rationalisation of provincial education departments will be "retired", Education Minister Sibusiso Bengu said yesterday.

Bengu said although every effort would be made to accommodate all teachers and education staff in the provincial dispensation, those who could not be "absorbed" would have to take early retirement.

He was reacting to a report in a Sunday newspaper which said the national government was planning to abolish 360 000 teaching posts and leave it to the provinces to rehire as many teachers as they could afford.

The report said teachers would have to re-apply for their posts in the provincial education departments.

In a statement issued last night, Bengu dismissed the report as "misleading and inaccurate".

He said the Constitution re-

EDUCATION Minister says the object of his department is "to absorb everyone"

quired the rationalisation of the 14 existing "apartheid-based" education departments into nine provincial departments.

During this first phase of rationalisation, an equivalent number of posts would be created by the provinces and no teachers would lose their jobs, he said.

In the second phase, however, provinces will reorganise their education departments, including posts and staff numbers, "taking into consideration the needs and priorities of each province", Bengu said.

Teachers who are not "absorbed into the rationalised posts" will be kept on the payroll for six months while efforts are made to accommodate them in posts elsewhere in the province or in other provinces.

"Should the absorption not prove possible after six months, the staff member could be retired with the usual package applicable to such retirements," Bengu said.

He did not say how many teachers would be affected.

Object of the process would be "to absorb everyone" and the Government was committed to employing more teachers.

Bengu said his department has consulted throughout with the National Association of Professional Teachers of SA (Naptosa) and the South African Democratic Teachers' Union.

Further discussions would be conducted in the Bargaining Committee of the Education Labour Relations Council.

Gauteng MEC for Education Mary Metcalf said yesterday all educators in Gauteng schools and colleges were employed by the Gauteng Department of Education and would continue in their posts.

She said her department would respect the labour rights of teachers.

NEWS Prisoner allegedly swallowed

Bengu refutes plan to sack all the teachers

(321)
Sowetan
24/4/95

By Claire Keeton

EDUCATION Minister Professor Sibusiso Bengu yesterday said there was no truth in reports that 360 000 teaching posts would be abolished.

He said a report in a Sunday newspaper saying there was a plan to "fire all teachers" was inaccurate.

"The Government is committed to employing more teachers. It is also totally untrue that teachers will have to reapply for their posts," said Bengu.

Bengu said it was not the policy of the Government to retrench teachers.

The head office of the South African Democratic Teachers' Union was yesterday inundated with calls from worried teachers who asked about their future following the report.

Sadtu's general secretary Mr Thulas Nxesi claimed conservative elements were trying to whip up teachers' emotions against the Government.

Bengu said the Constitution stated clearly that teachers should be employed by provincial educational authorities. This meant that the former apartheid

departments must be rationalised into nine provincial departments.

"An important part of this rationalisation process is the abolition of posts in the former departments and the simultaneous creation of an equivalent number of posts in the provinces," said Bengu.

In the second phase of the process, provincial departments will rationalise their organisation, posts and staff.

Bengu said the Ministry aimed to absorb everyone but if this was not possible after six months, "the staff member could be retired with the usual package applicable to such retirements". He said the National Professional Teachers' Organisation of SA and Sadtu had both been consulted and further talks would take place in the Education Labour Relations Council.

Sadtu has argued for all existing teaching posts to be absorbed and has agreed to the rationalisation of posts at a directorate level.

Sadtu's assistant general secretary Mr Mxolisi Nkosi said: "Sadtu will respond with all its might if there are hidden agendas on the part of some MECs to retrench teachers."

Gauteng will not support abolition of school posts

DEBORAH FINE

THE simultaneous abolition of all teaching posts in SA would be administratively and educationally unsound and any proposal in this regard would not be supported by the Gauteng education department, education minister Mary Metcalfe said yesterday.

She was responding to a Sunday Times report yesterday which indicated Education Minister Sibiso Bengu had proposed abolishing all 360 000 government teaching posts, leaving it to the nine provinces to recreate posts in their regions and rehire as many teachers as they could afford.

The report said teachers would have to reapply for their positions once the new posts were created. The report said teachers who were not rehired within six months would then be retrenched.

Metcalfe said she had no knowledge of the proposal because no mention of any such approach had been made in the full report given to provincial ministers at the Council of Education Ministers meeting on

April 21. She said all educators in Gauteng schools and colleges were employed by the Gauteng Education Department and would continue in their posts.

Mxolisi Nkosi, assistant secretary-general of the SA Teachers' Democratic Union, said yesterday he understood the proposal to mean the employment of teachers was to be transferred from the government to each of the provinces, in accordance with the interim constitution.

The proposal encompassed the absorption of all teaching posts into provincial departments. Once accomplished, the various departments could then examine the redeployment of teachers into schools with low pupil/teacher ratios.

He warned that Bengu and provincial MECs would face "the full wrath of SADTU" if the process was "abused" to retrench teachers.

SADTU general-secretary Palesa Popi said she needed more details about the proposal before she could

make any comment.

She said, however, the simultaneous retrenchment of teachers could seriously disrupt the culture of learning.

She also raised the concern that many teachers, not certain of re-employment, could opt for retirement or seek alternative work outside the education sphere.

National Professional Teachers' Organisation of SA vice-president Henry Hendricks said yesterday he believed the proposal, if implemented, was a means of "downsizing" the public service.

But rationalising the education sector through the retrenchment of teachers was "unthinkable", he said.

He said he could not really comment until he had received confirmation of the proposal.

Democratic Party education spokesman Mike Ellis said any proposal to retrench teachers was "ridiculous, unworkable and totally unfair" and would only serve to further demoralise an already demoralised teaching profession.

Sports Bank would aim at greater participation

CAPE TOWN — A recognition of the need for "elite sport" combined with the need to address the skewed participation in SA sports, has led the drafters of the sports White Paper to propose the creation of an overarching "sports bank".

The White Paper proposes that the Sports Bank, essentially a trust fund, should finance the expansion of sports participants from the current 28.5% to above 35% of SA's population.

The bank will be funded by government, by the major profitable sports and from funds raised from a percentage of the income generated by lotteries and gambling.

The White Paper suggests that the private sector would also contribute to the trust because participating companies would be granted incentives "to ensure that the funding of sports programmes is less of a problem than at present".

The White Paper criticises sports organisations for "misusing their non-profit status" to accumulate

TIM COHEN

funds in the form of investments. The bodies are to be given the option of plowing their profits back into sport or paying tax like all companies.

The report also implies that the proposed dedicated sports TV channel would contribute to the trust.

The trust would afford sport the opportunity to allocate funds to the programmes of "Cinderella sports" that battle to find sponsorship.

The trust would also enable sport to provide training "particularly at the bottom end of the spectrum", the White Paper states.

The creation of the trust also plays a role in the White Paper's recommendation that the first priority should be to streamline the responsibilities of stake holders to ensure co-ordination and economies of scale.

The second priority is the creation of funds for the creation and upgrading of basic multipurpose sports facilities in disadvantaged areas.

US 'worried Iran seeking SA aid'

Own Correspondent

LONDON — There was growing concern in the US that Iran might be seeking SA aid for its nuclear development programme, The Sunday Times said yesterday.

It said US officials believed that Energy Minister Pik Botha's visit to Tehran last month included talks on nuclear co-operation.

One official told the paper: "We have warned our allies and we are doing what we can to stop it."

It is known that the Islamic state has attempted to buy nuclear technology from Russia and China. Intelligence sources believe SA has not yet contributed nuclear know-how to Iran, but has the expertise to do so.

The report said the matter would be discussed in Washington this week between SA and US officials.

But with post-apartheid SA eager to boost its arms exports, the talks may not succeed in persuading the government to cut ties with Iran.

The US had warned President Nelson Mandela that SA ties with Iran could affect US aid, the report said.

BRIEFS

**New increase
offer to teachers**

(321)

JOHANNESBURG: Teachers who earlier this month rejected an increase of 1,4% have received a new salary offer from Education Minister Prof Sibusiso Bengu.

The offer of the as-yet undisclosed salary increase was made with a promise of job security.

Professor Bengu said the ministry wanted to employ more teachers.

CT 25/4/95

(321)
8/21/25/4/95

Pen-pushers face push

■ EDUCATION REPORTER

The only people facing possible retrenchment following the cuts in the provincial education departments would be bureaucrats, the SA Democratic Teachers Union said yesterday.

The union was reacting to a report which said the Government was planning to abolish 360 000 teaching posts.

Sadtu general secretary Thulas Nxesi said any moves would not affect teachers, but

could affect administration staff, as there were too many.

The union was prepared to discuss teacher redeployment, but not job losses, he said.

The National Professional Teachers Organisation of SA, the biggest teacher union, yesterday also questioned the accuracy of the report.

Gauteng education spokesman Nkoana Maloka said teachers might be redeployed but would not be retrenched.

Bengu: No teacher job losses

GRAHAMSTOWN. ~ Education Minister Sibusiso Bengu has dismissed as "blatant lies" reports that 360 000 teachers would lose their jobs in a public service rationalisation programme. (321)

"The reports are blatant lies ... there is no statement I made on teachers, on retrenchments or their pay," he said yesterday. ARG 25/4/95

The only people who would be directly affected by a rationalisation plan were administrative.

Teachers' jobs not in danger, says Bengu ^{BD 25/4/95} (321)

EDUCATION Minister Sibusiso Bengu said yesterday "all teachers jobs are guaranteed", and only administrative staff in the proposed new provincial education departments would be in danger of losing their jobs.

Speaking in Grahamstown,

GAVIN STAFFORD and CATHERINE CROOKES

town, Bengu said the rationalisation would be a two-phase process. The first would be to rationalise the existing 14 education departments into nine provincial departments and one national department, and no teachers would lose their jobs.

The second phase would be to rationalise the provincial departments in terms of administrative staff. Staff members whose services would no longer be required would be offered retirement packages, and the retirement age would be lowered to 50.

"I have checked with President Mandela, who said that while he was president no teachers would ever be fired."

Bengu was responding to a report in the Sunday Times last Sunday that 360 000 teaching posts could be abolished and new provincial departments would only rehire as many teachers as they could afford.

Meanwhile, the SA Democratic Teachers' Union yesterday reassured

teachers who inundated the union with calls after the report was published.

Union general secretary Thulas Nxesi said a document presented by the government to both his union and the National Professional Teachers' Organisation of SA at the Education Labour Relations Council clearly stated all teachers were to be absorbed automatically into the new provincial departments.

However, he said it would be impossible to assimilate the administrative positions of all 14 education departments into the nine provincial departments.

Nxesi said his union was prepared to negotiate with the Education Ministry on the issue of teacher redeployment, but the retrenchment of teachers would not be acceptable.

Nxesi called on the Education Ministry to ensure the reabsorption of teachers into the new departments would not be used to retrench teachers.

Bengu also said a new offer on increased teacher salaries had been drawn up and would be presented to the negotiating teams.

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Figures in R000's

don't make a habit of it. The relevant documentation.

More money needed to retain teachers

CT 26/4/95 (321)

POLITICAL STAFF

THE Western Cape was one of three provinces which had stated they needed further funds to prevent the retrenchment of teachers, the Minister of Education, Professor Sibusiso Bengu, said yesterday.

The other two were Northern Transvaal and Northern Cape.

● More than 300 000 pupils in the Western Cape received a free basic snack every morning, the RDP office said yesterday.

Teachers to receive new salary offer

(321) Star 26/4/95
■ EDUCATION REPORTER

A new pay increase offer will be put before teachers today in a move to ward off a potential strike by thousands.

This was confirmed by Education Ministry spokesman Lincoln Mali yesterday.

The offer will be disclosed only after the 10am meeting of the Education Labour Relations Council in Pretoria.

However, Mali said the new offer meant that all teachers, and not just those in the lower levels, would be in line for increases.

"The original offer was only made to teachers in the lower echelons who

were really suffering. This new increase offers something to them and all other teachers."

The possibility of a teacher strike, which could cripple education in the country, emerged last week after the major teacher unions declared a dispute with the Government over an effective 1,4% increase offer.

The South African Democratic Teachers' Union and National Professional Teachers' Organisation of SA are demanding an 18,4% increase and an improvement in parity and service conditions.

The unions were not available to comment on the new pay offer.

countries might force SA to transfer or barter rather than sell equipment, but felt the operational benefits far outweighed such short-term financial considerations.

tory policy with government running; and share the burden of the costs associated with the structural adjustment in the industry on a co-ordinated basis."

Public servants to get better deal

BD 28/4/95
THE State committed itself at a Public Service Bargaining Council sitting in Cape Town this week to improving the conditions of service of public servants by using an additional R840m, combined with the 2,5bn which was provided for in the Budget, to ease the plight of workers.

Despite these planned improvements, the SA Health and Public Workers' Union said on Wednesday "it was left with no option but to strike" because the Public Service Commission was not willing to meet its demands for a living wage.

The union also demanded

MDUDUZI KA HARVEY

the resignation of Public Service Minister Zola Skweyiya and Safety and Security Minister Sydney Mufamadi because they had allowed police unions Popcru and Sapu to join the Public Service Central Bargaining Chamber.

The union said police unions could not belong to the chamber as they had their own service Acts.

They said the Ministers had handled the matter illegally, because they had violated the Public Service Labour Relations Act.

At the bargaining council

meeting to discuss options for the improvement of conditions of service for public servants, it was indicated that the state would scale down the Public Service and restructure the pension funds to enhance the return on investment.

The previous agreement entered into by the chamber on the funding of pension funds, where government promised to top up pension fund deficits if necessary, will not be affected by the proposed R840m arrangement. The possible improvements would cost R3,3bn for the current financial year.

Govt makes teacher salary proposal

BD 28/4/95
THE Education Ministry has proposed that more than R260m could be raised by reducing government contributions to pension funds for the financial year, and that the money be used to improve salaries.

The proposal was submitted to teacher associations and unions in the bargaining committee of the Education Labour Relations Council, aimed at improving the offer made last year. In November government proposed a salary increase on the lower levels, up to R46 000. 36 (321)

The offer could not be improved because no additional funds were available.

According to the proposal, the money

MDUDUZI KA HARVEY

raised from reducing the pension fund contribution could be used in a way that would not negatively affect the pension funds or benefits of employees.

Should the proposal be acceptable, the offer for teachers would be improved by a general increase of 5% from July this year and a higher increase on the four lowest notches of the salary scale.

The National Professional Teachers' Organisation of SA and the SA Democratic Teachers' Union will respond at a bargaining committee meeting on May 2.

Youths flee ongoing violence

(218) Sowetan 28/4/95

By Mokgadi Pela

SCORES of youths on the East Rand have fled their homes after bloody clashes between two factions of self-defence units in Katlehong.

At least four people have been killed and many more injured since fighting broke out early in March between the feuding SDUs — both aligned to the African National Congress.

One of the victims of the conflict, Mr Zakhele Mahlinza (21), who was shot dead last Sunday, will be buried at

Schoeman Cemetery tomorrow.

Commander of the SDUs, Mr Botlha Nkosi told a media briefing in nearby Mandela Section that several attempts to resolve the conflict had failed.

He accused the local branch of the ANC of siding with their rivals. "How can we then expect the Katlehong branch of the ANC to mediate. They consider us to be aggressors," Nkosi said.

Other victims of the conflict were: Khowe Dlamini, who died on March 26; Lucky Nkutha, who was killed on April 1 and a man known only as Thabo

"Stokvel", who was shot on April 2.

A member of the rival SDU accused Nkosi and his comrades of kidnapping people in Twala Section and possessing a hit list of people in the rival faction.

Nkosi said they would seek an urgent meeting with Gauteng MEC for safety and security. Mrs Jesse Duarte to resolve the conflict.

He said youths could no longer attend school or move about freely in the township because of the violence.

Radio station probe

A PROBE into the illegal Radio Donkerhoek would continue after a tense stand-off between police and supporters of the station on Wednesday night, police said.

Angry supporters of the station jeered police as they withdrew from their positions around the station, about 25km east of Pretoria.

About 80 policemen had surrounded the station earlier in the day to back up Post Office officials who had been ordered to confiscate the station's transmitters. Police spokesman Captain Dave Harrington said

Teachers to fight on

(321) Sowetan 28/4/95

TEACHER organisations have vowed to continue their fight for better salaries after expressing disgust at the Government's latest offer of a five-percent salary increase.

The most recent proposal, put to the bargaining unit of the Education Labour Relations Council this week, is for the state to reduce its contributions to teachers' pension funds so as to up their salaries by five percent from July 1. The suggestion is not a fixed offer but merely a suggestion for the two teacher unions, Sadu and Naptosa, to consider and is identical to a suggestion

made by the two deputy presidents when they met with President in Cape Town earlier this year.

The original Government offer was an increase of 1.4 percent which was rejected by teacher unions who are fighting for an increase of 18.4 percent. Naptosa president Mr Leepile Taunyane expressed bitter disappointment at the suggestion and slammed the Ministry of Education for raising teachers' hopes for a better offer after a public announcement on Monday.

Continued comment on this issue for Andrew Klerke. Newsbulletin, sub-editing and headlines by St Matthews and

Teachers: More cash if state alters pension deal?

☐ *Proposal to cut employer contribution* (321)
ARL 28/4/75

Education Reporter

TEACHERS could get more money if a proposal to reduce the state's contribution to pension funds was accepted by public servants' and teachers' unions and associations.

The proposal has been submitted to the bargaining committee of the Education Labour Relations Council, the Department of Education has said in a statement.

The department said the state's contribution to pension funds for this financial year was possible without negatively affecting the pension funds or benefits of employees.

However, a revision of the investment portfolio of the pension funds would be required.

Should this proposal be acceptable to all the associations and unions representing public servants and educators, the salary offer for teachers would be improved to a five percent in-

crease from July 1.

According to the statement, a higher increase in the four lowest notches of the key salary scale would also be possible from the same date to deal with the ripple effect of the proposed improvement of the minimum wage for the public service in general.

Delegations of the National Parents' and Teachers' Organi-

sation of South Africa (Naptosa) and the South African Democratic Teachers' Union (Sadtu) have indicated they would discuss the proposal with their principals and reply at the next meeting of the bargaining committee on May 2.

Previously, the state's offer to teachers amounted to less than 1,5 percent across the board.

Teachers go back to class to improve qualifications

ARLT 29/4/95

(321)

Political Staff

TEACHERS are flocking back to the classroom to upgrade their qualifications as the provinces take stock of their educators' skills.

Education Minister Sibusiso Bengu said a national audit of teacher education, intended to provide detailed data on qualifications offered, facilities to enable teachers to improve their qualifications, and budgeting, should be completed by August.

He was replying to questions tabled in the senate.

Excluding TBVC states, in 1993 there were 6 144 college and school educators who had matric but no teaching degree or diploma, while there 29 834 without matric, Mr Bengu said.

Due to the process of setting up new provincial departments, it was difficult to update these figures.

However, it was known that:

- Provincial colleges were offering part-time and distance education to under-qualified teachers;

- Where provinces did not have facilities themselves, they were using distance education offered by the Unisa, Vista and the College of Education of South Africa;

- Space was being reserved in pre-service colleges for underqualified teachers, and

- Provinces had identified subjects in short supply, such as mathematics, science and English, and were encouraging teachers to pursue these areas of study.

Some provinces could not afford spending large amounts on improving teacher qualifications, but teachers were encouraged to do so themselves and improve their earnings as a result.

In the Department of Education and Training (DET) component of Gauteng, the total expenditure on services rendered by Vista University had been R1,98 million — or R1 440 a student — during the 1994/5 financial year.

During the same period, the Gauteng education department had paid the College for Continuing Education R11,6 million for upgrading former DET teachers' qualifications.

- Of all the provinces, the Western Cape had the healthiest teacher-pupil ratio last year, with an average of 25:1.

Worst was the Eastern Cape with 41 pupils a teacher, followed by KwaZulu/Natal with 38 and the Northern Transvaal with 37, Mr Bengu said in reply to a question tabled by Senator Abe Williams (NP).

He said of 48 393 people employed at schools and colleges in the Western Cape, 36 370 were teachers in classrooms.

SCENARIO 2: EQUITY IN PROVISION

Existing Executive Departments	a-value
All Departments	0,585
Ex: House of Assembly	0,585
Ex: House of Delegates	0,585
Ex: House of Representatives	0,585
DET	0,585
Gauteng	0,585
KwaZulu-Natal	0,585
KwaZulu-Natal	0,585
Lebowa	0,585
Osw-Qwa	0,585
Kwandebele	0,585
Venda	0,585
Bophuthatswana	0,585
Transkei	0,585
Ciskei	0,585

Conversion Matrix

Provinces	Relative Funding Level
All Provinces	1,000
Western Cape	1,000
Northern Cape	1,000
OPS	1,000
KwaZulu-Natal	1,000
Eastern Transvaal	1,000
Northern Transvaal	1,000
Gauteng	1,000
North West	1,000

FIGURE 2

RELATIVE DISTRIBUTION OF PUPILS IN 1993

PROV. PNCS	EX (ASSN)	EX (DE)	EX (REFR)	DET	GAZ	KANG	KWAZ	LEB	QO	KWAND	VENDA	ROP	TRANS	CISKEI	TOTAL
W.CAPE	0,152	0,017	0,520	0,090	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,787
NORTHERN	0,020	0,000	0,124	0,029	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,163
OPS	0,078	0,000	0,019	0,195	0,000	0,000	0,000	0,000	1,000	0,000	0,000	0,000	0,000	0,000	1,270
EAST C	0,067	0,164	0,128	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	2,514
KWAZUL	0,113	0,014	0,056	0,091	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	2,067
EAST T	0,069	0,016	0,065	0,090	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	2,218
NORTHERN	0,026	0,001	0,007	0,072	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	3,075
GAUTENG	0,346	0,113	0,076	0,215	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,959
NORTHERN	0,021	0,000	0,015	0,048	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	1,087
TOTAL	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	14,000

FIGURE 3

ALGORITHM FOR ALLOCATION TO PROVINCIAL EDUCATION DEPARTMENTS

FIGURE 4



Final scenario for 1995/96:

$$(0,85 \times \text{Scenario 1}) + (0,15 \times \text{Scenario 2})$$

Western Cape	1,495
Northern Cape	1,409
Free State	1,114
Eastern Cape	0,791
KwaZulu-Natal	0,950
Eastern Transvaal	0,961
Northern Transvaal	0,820
Gauteng	1,288
North West	0,971

Teachers: jobs at risk

(321)

26. Sen A J WILLIAMS asked the Minister of Education:†

- (1) Whether, as at the latest specified date for which information is available, any teachers in any of the provinces were in danger of losing their jobs as a result of a shortage of funds for education; if so, how many in each of the provinces;
- (2) whether he will make a statement in this regard with reference to the provisions of section 27(1) of the Constitution?

S59E

THE MINISTER OF EDUCATION:

- (1) The responses of the individual provincial education departments are as follows: Four education departments envisage no danger of teachers losing their jobs, namely Free State, Eastern Transvaal, KwaZulu-Natal and North West. Gauteng do not consider retrenchments of teachers as a savings measure at this stage and Eastern Cape is still not able to assess their situation. Northern Transvaal, Northern Cape and Western Cape indicated a need for further funds after the announcement of the President that no

teachers will lose their teaching posts as a result of budget restrictions.

- (2) No. *Hansard 2/5/95*

Teacher/pupil ratio in each province
35. Sen A J WILLIAMS asked the Minister of Education:†

- (1) What was the teacher/pupil ratio in each province as at the latest specified date for which information is available;
- (2) whether he will make a statement on the matter?

S76E

THE MINISTER OF EDUCATION:

- (1) The ratio of pupils/CS educators for public ordinary school education was as follows for the various provinces for 1994:
- | | |
|--------------------|----|
| Western Cape | 25 |
| Northern Cape | 27 |
| Free State | 32 |
| Eastern Cape | 41 |
| KwaZulu-Natal | 38 |
| Eastern Transvaal | 35 |
| Northern Transvaal | 37 |
| Gauteng | 29 |
| North West | 29 |
| TOTAL | 34 |

Mediation on teachers' salaries begins today

Education Reporter

TEACHER unions begin mediation about improved salaries with state negotiators today, after rejecting a government proposal to give them a bigger increase by drawing on state pension funds.

The state's proposal would have meant an effective five percent across-the-board increase by "raiding" pension funds, the National Profes-

sional Teachers Organisation of South Africa (Naptosa) said.

"The state has broken an agreement to pour R800 million into teacher salaries," a union spokesman said today.

It had come up with the new proposal which it was hoping to convert into an offer in order to avoid mediation, but teacher unions were firmly against "raiding" the pension funds of teachers to

come up with the money, he said. (321)

The unions could not allow the state to borrow money from teachers in order to provide proper increases because there were no guarantees that pension money would be refunded.

The state's original offer to teachers of 1.4 percent was rejected.

After yesterday's unsuccessful meeting between

2RG 3/5/95
teacher unions and government representatives, Naptosa president Leepile Taunyane accused Education Minister Sibusiso Bengu of "cruelly misleading teachers".

He said teacher negotiators had been told that, although the minister had made a public announcement that a fresh offer of a general salary increase had been tabled, this was not the case.

Teacher training in disarray

SA's teacher training is inefficient, costly, inequitable and poor in quality, according to an Urban Foundation survey released yesterday. **BD 3/5/95**

Almost all SA's 360 000 teachers needed in-service education, said the report, compiled for the Gauteng education department. Teacher education curriculums in most colleges were loaded with irrelevant subject matter and in dire need of revision, while students had little exposure to meaningful practical teaching.

State bursary and loan systems had been abused, did not relate to financial need and did not direct students into areas with the greatest educational need.

A number of colleges were not racially integrated, and former education depart-

ments in Gauteng had poorly managed the matching of teacher supply and demand.

"The production of teachers has been a costly and wasteful exercise because of the inefficiency of most colleges and loss of trained teachers," the survey said.

About a quarter of Gauteng teachers were advancing their qualifications to get promotion or higher salaries, but were not becoming better teachers. This "qualification inflation" had serious implications for the province's budget. **(321)**

Gauteng had a net oversupply of teachers, badly distributed. However, there were shortages of English, mathematics, science and technical-subject teachers.

The province's 48 000 teachers were, the

□ To Page 2

Teachers **(321)** **BD 3/5/95**

□ From Page 1

least qualified in SA. Black teachers accounted for 52% of the total, while 65% of pupils were black. Women made up 70% of teachers in Gauteng, typically as well qualified as men but underrepresented in senior posts. Only 4,5% of Gauteng's teachers were unqualified or underqualified, compared with a national average of 47%.

Promotion took good teachers out of the classroom, making them administrators.

The ease with which state loans and bursaries were acquired had led to counterproductive incentives for teacher training. Many students never taught but used their training as "a social mobility route" to other jobs.

Teacher training was the most expensive form of tertiary education because of

low student-lecturer ratios. Many black colleges were too small to be cost-effective. The quality of teaching was poor, with many educators underqualified and lacking classroom experience.

Working conditions in former black schools were poor. Many teachers worked double shifts. A quarter of all schools in Gauteng had no electricity; about 200 were in need of major repairs.

There was an overproduction of white, especially Afrikaans, teachers, few of whom were able to get permanent posts. This surplus was expected to grow as pupil-teacher ratios were increased in formerly white schools. Redistribution of teachers would be difficult as many would not be accepted by other schools. — Sapa.

NEWS

Teachers turn down new pay offer

SPW 3/5/95

(321)

■ EDUCATION REPORTER

Teachers yesterday rejected the Government's new offer of a 5% across-the-board pay increase, saying the offer was unclear and misleading.

The new offer was rejected following discussions in the Education Labour Relations Council in Pretoria.

The Government had

been forced to increase its initial offer after the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) rejected its first offer of 1.4% for teachers earning less than R46 000.

The unions are demanding an 18.4% increase and an improvement in parity and ser-

vice conditions.

Sadtu general secretary Thulas Nxesi called on the State to "unpack" its proposed increase.

He said it was not clear how the 5% increase, which will be diverted from the teachers' pension fund, would affect teachers' pensions.

He also questioned why the increase would be effective only from

July 1, and not April 1.

Rejecting the offer, Naptosa said statements by education officials and state negotiators had been contradictory and inconsistent. Education Minister Sibusiso Bengu had "cruelly misled" teachers as they had been informed that they "should look to their pension fund" for an increase.

Sadtu plans to go ahead with protest

By Abdul Milazi
Labour Reporter

(321)

THE South African Democratic Teachers Union is planning a series of protests next week, despite welcoming the Government's new wage proposal.

Sadtu spokesman Kate Skinner said the demonstrations would be more "information sessions" than protests.

Skinner said although the union was happy with the new wage package, it had decided to go ahead with the demonstrations to highlight teachers' grievances as well as to recommit itself to the Government's Reconstruction and Development Programme and the culture of learning.

She said, however, that the offer was still just a proposal and would be negotiated further between the two parties. Sadtu's counterpart in the 7-month-old public sector wage negotiations' deadlock, the National Education, Health and Allied Workers Union, has rejected the proposal.

3/5/95
Nehawu assistant general secretary

Fikile Majola said although his union was happy with the other aspects of the Government's proposed package, it rejected the 5 percent across-the-board increase because it would further widen the wage gap between skilled, semi-skilled and unskilled workers.

The Government proposed a five percent across-the-board increase for the highest paid workers and 22 percent for the lowest paid. It also proposed to extend benefits such as housing loans and overtime pay to workers who were previously ineligible. Majola said Nehawu wanted a cut-off point where employees earning more than R80 000 a year would not get any increases until the wage gap problem was addressed.

"Five percent to someone earning R80 000 a year would be far more than 22 percent to someone earning R9 000 a year. We propose that Government freeze wage increases at the highest income level," said Majola.

However, Majola said there were no possibilities of industrial action as negotiations were continuing.

Alison Papenfus spells out the teacher-pupil story

The facts about ratios

3 (321) show 8/5/95
It's official — at least, the inspectors are telling the heads of state-aided and Model C schools it's official.

Next year Model C schools will be staffed at the rate of one teacher to 35 pupils. The Education Department won't pay for more than that.

Well, what is all the fuss about? Simple — a ratio of one teacher to 35 pupils does not mean 35 kids in a class — it means 48 in the average high school class, and about 40 in a primary school class.

Why? Because teachers do not just teach — they also administer, set and mark tests and exams, prepare lessons and practical classes, mark books, organise events, collect money from fund-raising projects, and a host of other activities. To do this they need free periods in their teaching timetable, so not every teacher teaches every period.

And some don't teach at all — many headmasters do not have a teaching time-table, and deputy principals spend a third of their time on administration, and so on. That's how a teacher student ratio of 1:35 becomes a class of 48 pupils.

So Model C parents (who now get no allowance from the Receiver of

Revenue for their children) will have to cough up R48 000 per teacher per year on average — because, like everyone else, teachers need workman's compensation, UIF, medical aid, pension and a salary they can live on (well, almost live on), and a double cheque at Christmas.

So, what average size of class is acceptable to you in a high school? Let's settle for an average of 33. To achieve that, you need a teacher-pupil ratio of one to 25, and allowing that senior teachers do not have a full teaching load you will need to appoint an additional eight teachers in a school of 750 pupils. That will cost the school R384 000 a year, or R512 per child, assuming all pupils pay their fees.

None of this indicates that anyone finds the present teacher/student ratio in the DET schools acceptable. The 1:40 quoted by the MEC for education boils down to classes of 56 pupils. And we are aware that often those classes don't have a classroom.

We understand that the bulk of the budget has to be spent on those who cannot provide for a better teacher/pupil ratio than the State can afford. But don't allow reconciliation in education to be redefined, to appease political perceptions, as crippling those schools which can offer quality education.

Bengu hints at pay rises

Own Correspondent

KING WILLIAM'S TOWN

The sum of R1bn could be made available to improve teachers' salaries, with a decision expected by the end of this month, Education Minister Sibusiso Bengu said yesterday.

He said the Ministry had proposed that half of the R2.5bn allocated by government to improve salaries of public servants should go towards teacher allowances and parity.

Bengu told teachers at the Kaffrarian Girls' High School that the proposal was being negotiated with the negotiating council on education and an outcome was expected this month.

Also included in the proposal was a housing allowance for married women teachers. (321)

He said the negotiating body had rejected a Ministry proposal that salaries of teachers in the lower ranks be improved first.

"The Education Ministry is committed to improving teachers' salaries and their conditions and all these can be covered in three years" he said. BD 9/5/95

700 children freed from prisons and police cells

ABOUT 700 children were released from prisons and police cells yesterday when an amendment to Section 29 of the Correctional Services Act came into effect.

All unsentenced minors under 18 years of age would be released into the custody of a parent, guardian, other suitable person or a place of safety as defined in the Child Care Act. Correctional Services Minister Siphso Mzimela said. Unsented minors were children who had been arrested for allegedly committing an offence or who were waiting to appear before a court.

The day would be remembered as one which "dramatically changed the fate of many unfortunate children". The problem of child detainees had finally been resolved and Mzimela said he was "proud that we could rectify the wrong of the past in this way. President Mandela in particular is today a very happy man".

The amendments were approved by Parliament last year, following Mandela's slating of the "unacceptable practice" of keeping "young and vulnerable" children in prisons, in his state of the nation address last May. BD 9/5/95

The department's next step would be to

INGRID SALGADO

build more youth development centres where children who had been found guilty by a court of law could receive proper education and training, he said.

Such centres were already in place at Leeuwkop, Rustenburg and Pollsmoor, and another was planned for Maritzburg.

Lawyers for Human Rights yesterday criticised Mzimela's department for not consulting other government departments which were "dramatically affected" by the releases, in particular the Safety and Security, Welfare and Justice Departments.

A heavy burden would be placed on the police, social workers and court personnel and there was a risk some children would be released on to the streets.

Some areas of SA did not have sufficient places of safety, the organisation said.

Although the Minister's move had broken through the lethargy surrounding the issue of children in custody, a more holistic and consultative approach by the department would have removed stumbling blocks and been less risky to the children involved.

Police no closer to solving Heyns murder

STEPHANE BOTHMA

SIX months after former NG Church moderator Johan Heyns was assassinated at his Pretoria home, police are no closer to solving the murder.

"We are also not any closer to finding a

and grandchildren in his living room.

At the time, police sources said it appeared the church leader had been killed

KwaZulu/Natal warns of teachers' salary shortfall

FAROUK CHOTHIA

ULUNDI — The KwaZulu/Natal government had no funds to pay teachers' salaries after October or November this year, provincial education department acting superintendent-general Bill Staude said yesterday.

In a report to the KwaZulu/Natal legislature's finance standing committee, Staude said the salary bill for the 1995/1996 financial year would be about R4,3bn, but only about R3,9bn was available.

This left a shortfall of about R430m and it did not take a "mathematics genius" to conclude that KwaZulu/Natal would "run out of money to pay teachers and personnel in October/November".

It may be, he said, that education was becoming too expensive for the state to maintain.

To compound the gloom, Staude said, an additional R85m was needed for the creation of another 3 000 teaching posts. There were about 2,4-million pupils in KwaZulu/Natal.

KwaZulu/Natal received a R5bn education budget, the highest of all provinces. But provincial education minister Vincent Zulu said it was less than the combined budget the five

former education departments received in the past.

Zulu criticised President Nelson Mandela's decision to provide free education as "just a dream" and a "not so good idea". Adequate funds were not made available to cope with the number of pupils who "steamrollered" into schools, Zulu said.

However, Zulu gave an assurance that teachers would not be retrenched, and ways would be found to raise funds.

Staude said capital projects had been scaled down substantially, and there would be further cuts in the purchase of essential items such as text books.

In order to curb costs, it may be worth having a national debate on the system of paying teachers. At present, their salaries increased as they improved their qualifications, Staude said.

"I know it would be unpopular in the teaching profession, but for how long can we continue with this system?" asked Staude.

About 80% of the education budget went on salaries for teachers and oth-

er personnel, Staude said.

ANC MP Mike Sutcliffe voiced concern that while there were no funds to pay teachers, the budget for administrative costs had increased from R184m to R207m. The bureaucracy seemed to be getting bigger, instead of getting smaller in the aftermath of the amalgamation of previously racially-based departments, he said.

Staude said increasing the pupil population had the domino effect of increasing administrative costs.

Reporting to the finance standing committee on his R155,5m budget, KwaZulu/Natal traditional affairs minister Nyanga Ngubane said about R9m would be spent paying chiefs their stipends.

While previously the 270 chiefs were paid between R500 and R600, their stipend was increased substantially early this year.

A chief who had not matriculated now received R1 500, a chief who had matriculated received R1 900 and a chief who held a university degree received R3 000.

Ngubane said payment to chiefs was "nothing" compared with the earnings of other public servants and the private sector.

Report hints

Teachers plan pay hike demo

(32) CT 10/5/95

SPECIAL CORRESPONDENT

JOHANNESBURG: The South African Democratic Teachers Union (Sadtu) is planning a national day of action on Friday by thousands of dissatisfied teachers to demand higher salary increases, the union's acting president, Mr Duncan Hindle, said yesterday.

The protest action will involve marches by teachers countrywide.

Salary negotiations with the government stalled last week when Sadtu rejected its five per cent across-the-board offer. It wants 18,4%.

Teachers plan day of action

THE South African Democratic Teachers Union (Saddu) is planning a national day of action on Friday over wage increases.

The union's acting president, Duncan Hindle, said yesterday that the protest action will disrupt schooling. (321)

"If we want to make a point ... these protests will have to take place during school hours," he said.

ARC 10/5/95

Teachers plan strike over salary dispute

(321)

■ EDUCATION REPORTER

The SA Democratic Teachers' Union (Sadtu) is planning a national day of action on Friday by thousands of teachers demanding bigger salary increases, the union's acting president Duncan Hindle said yesterday.

The protest will include marches in various parts of the country.

Hindle said the demonstrations would disrupt schooling.

"If we want to make a point to the Government, these protests will have to take place during school hours. But the situation is already disrupting education because it is very demoralising for teachers not to get some commitment from the Government on salary increases.

"We are aiming to restore the culture of learning and teaching that we are committed to."

Sadtu general secretary Thulas Nxesi said: "We support the Government, but we are prepared to take strong action against the State if we do not get a fair deal".

He said the union had decided to go ahead with the protest after negotiations with the Government stalled last week when Sadtu rejected the Government's offer of 5% across the board.

The National Professional Teachers' Organisation of SA has also rejected the offer.

Both unions are demanding 18,4%.

Nxesi added: "We also want a structured increase to reduce the apartheid wage gaps, and clarity on the implications of taking money from the state pension fund. We need written guarantees that this will not lead to the erosion of pensions."

Star 10/5/95

NEWS Teachers want inflation-linked increase • Rightwingers may accept Bill

Sadtu to march for more pay

By Claire Keeton

THE SOUTH AFRICAN Democratic Teachers' Union will go ahead with its "day of action" on Friday in an attempt to highlight the frustrations of teachers and bring negotiations to a speedy end.

Sadtu general secretary Mr Thulas Nxesi said yesterday: "We wish to send a clear message that while we support democratic processes in the Government, we will be prepared to take strong action against the Government on issues

■ **FRUSTRATION** One-day strike to highlight teachers' grievances:

where we do not get a fair deal."

The decision to continue with the dispute was taken at a special national council meeting earlier this week.

The National Professional Teachers Organisation's Mr Andrew Pypert said their dispute with the state was unchanged and the teacher organisations would meet in the Education Labour

Relations Council tomorrow.

Sadtu said: "Teachers will converge on regional centres where marches have been organised to the various MECs' offices to present memorandums outlining their grievances and demands."

New acting president Mr Duncan Hindle said in many cases teachers would first report to schools,

Nxesi stressed this would be a single day of disciplined and peaceful action. The union called on all teachers to participate.

Sadtu said it rejected the state's offer of a 5 percent across-the-board increase and demanded a structured increase in line with inflation which would close the wage gap created by apartheid.

First obligation

In addition Sadtu said the state's first obligation was to address disparities, for example, in terms of female teachers' access to a housing subsidy.

The union said it wanted written guarantees that the state's proposal to take money from teachers' pensions would not lead to their erosion.

Sadtu said it was prepared to discuss teacher redeployment with the ministry. It warned, however, that rationalisation should not be used to retrench teachers.

"We believe that incentives should be offered to encourage teachers in urban areas to move to less resourced rural areas."

"Sadtu insists on being fully consulted on any process of restructuring and rationalisation."

Sowetan 10/5/95 (321)

icipate an increase of that next year, Omar said.

attempts to cut electricity supplies. — Sapa.

Teachers' unions (321) refuse wage offer

AFTER 10 months of wage negotiations, the SA Democratic Teachers' Union (Sadtu) and the National Education, Health and Allied Workers' Union (Nehawu) have refused to accept government's latest wage proposal.

The unions said that by giving a 5% increase to the top echelons the wage gap would widen making it impossible to address the problem in future.

At a joint briefing yesterday, the organisations blamed the separate state bargaining chambers for contributing to the lengthy and frustrating nature of negotiations. They believed the negotiation structures would have to be restructured to create a single, small and more manageable chamber.

Government's offer, they said, had not addressed the overall wage bill in the context of a three-year strategy and had not taken into account any strategy for the restructuring of the public service.

The organisations complained that the 5% increase would enrich bureaucrats who had already

received a 20% wage increase in the last round of negotiations. They suggested that a step towards narrowing the wage gap would be for those in the upper income brackets to accept a wage freeze to benefit the poorest paid workers.

They committed themselves to the reduction of the wage gap, the introduction of a simple grading system in terms of salaries and called for the restructuring of the public service.

Sadtu in Gauteng would hold a rally at the Braamfontein Civic Centre today, which would be followed by a march to the Gauteng parliament, aimed at highlighting the plight of teachers.

Teachers have complained that since 1993 they have not benefited from any significant salary increases. They claim their salaries have not kept in step with the inflation rate.

Sadtu media spokesman, Thabiso Matla said the situation had reached a stage which demanded the intervention of community structures and the public.

MDUDUZI KA HARVEY

SALDRU
UNIVERSITY OF

Teachers to march over pay

By Claire Keeton (321)

THE Gauteng region of the South African Democratic Teachers Union is expecting 25 000 teachers to join in their day of action today to protest against the latest pay offer by the State.

Sadtu regional spokesman Mr Thabiso Matia said it was not a strike but "a day of action" to highlight the plight of teachers. *Sowetan*

Teachers wishing to take part in the rally have been asked to meet at the Braamfontein Civic Centre at 10am today. They will march to the MEC's offices at the Gauteng legislature. Matia called on primary school teachers to inform their pupils about the action to avoid having to leave them alone at school. *12/5/95*

He said teachers were frustrated that no progress had been made concerning their salary demands after seven-months of negotiations. This militated against a culture of learning and teaching. Sadtu has called for disciplined action and behaviour from all its members.

Teachers march in dispute over pay

(321)

ARGTB/5/95

JOHANNESBURG. — Thousands of teachers across South Africa took to the streets of major cities demanding higher pay increases than those offered by the government.

The teachers, mainly from the SA Democratic Teachers' Union (Sadtu), marched on provincial education offices yesterday to present their demands to education MECs.

Sadtu and the National Professional Teachers' Organisation of South Africa want an 18.4 percent rise. The government has offered five percent.

Education Minister Sibusiso Bengu said on Thursday it was "unfortunate" the unions had announced their intention to embark on action while negotiations were still in progress.

He warned the two unions that the Education Labour Relations Act, to which both were signatories, did not provide for industrial action while negotiations were in progress.

Pay talks between teachers' unions and the government will resume next Thursday after the unions have consulted their members on the five percent offer. Professor Bengu has told unions they must submit written arguments to a mediator in support of their demands.

The minister has offered to boost teachers' salaries with funds borrowed from their pension funds, but the unions have rejected this.

In Cape Town, about 3 000 Sadtu members brought traffic to a standstill in the city centre when they marched to highlight their demands. The protesters also called for the resignation of education MEC Martha Olickers.

Teachers' union accused of covering up abuse of pupils

ST. 14/5/95

(321)

By RAMOTENA MABOTE

PARENTS and teachers have accused the South African Democratic Teachers Union of intimidating principals, seizing control of schools, covering up abuses by teachers and "being a law unto itself".

The Gauteng education department launched a commission of inquiry this week into allegations that six union members at Vezokuhle Primary School in Mzimhlophe, Soweto, had beaten pupils and had assaulted the principal — and that the union had tried to force a cover-up.

Gauteng's education minister, Mary Metcalfe, said her department was also investigating allegations that:

- Union members at a Meadowlands Primary School had frogmarched the principal out of his school and then falsified cheques during his one-year absence; and

- A union member at another school in Mzimhlophe was suspended on full pay after he was accused of rape.

But a senior Gauteng government official said the union had threatened to withdraw its support for the ANC in the November local elections if inquiries were not called off.

"The union is trying to hold the provincial legislature to ransom," the official said.

Parents of pupils at Vezokuhle Primary School told the inquiry that the six teachers beat children with sticks and knobkerries. Several pupils had been to hospital for wounds and bruises.

A parent told the inquiry that her six-year-old Grade 1 daughter had lain in hospital for months after a teacher had allegedly hit

her on the head with the sharp heel of her shoe.

A seven-year-old girl wept as she told how her teachers often hit her and her Grade 2 classmates' heads against the wall.

Other pupils said that one teacher forced them to buy lunches from her.

Two teachers who are not union members claimed that their colleagues threatened to beat them up for being the "principal's spies".

They said that the union members boasted openly about assaulting children,

saying no principal would touch them "because we are Sadtu".

They also allegedly refused to teach pupils from a nearby hostel because "they are Inkatha children".

Parents said the union covered up the teachers' behaviour.

A spokesman for the union, Palesa Popi, refused to comment on the allegations, saying they were "sub judice".

But she said members were obliged to abide by the union's code of conduct. "If it is found that members violated that code, disciplinary action will be taken against them."

Ms Metcalfe provisionally closed the school last week ahead of the inquiry, led by Thandeka Mgoduso, a child psychologist employed by Transnet.

On Friday, Ms Metcalfe dismissed fears that she would not act against the culprits because the union was "friends with the government".

"If there is sufficient evidence implicating any employee of the department (of education) I will continue with disciplinary action and will go through legal procedures," she said.

The commission's findings are expected to be released tomorrow.

SA teachers warn they will push for fair deal

TEACHERS' unions will not withdraw their salary dispute with government, but will push for greater clarity on the current offer at today's education labour relations council meeting and consider their options on forms of industrial action if the impasse is not resolved.

SA Democratic Teachers' Union (Sadtu) general secretary Thulas Nxesi said yesterday that a day of action planned for Friday would go ahead. Schools would be disrupted as teachers gathered to march to provincial education authorities' offices.

"We want to send a clear message to government that, while we support the political transition, on issues where we are not getting a fair deal, we are prepared to take strong action to highlight the frustration of our members," Nxesi warned.

Although a National Professional Teachers' Association of SA (Naptosa) spokesman would not be drawn on whether Naptosa would support the day of action, he confirmed the labour caucus was unanimous that the dispute would go on.

Industrial action could not, he said, be ruled out.

Nxesi said Sadtu rejected government's 5% across-the-board offer and would press for measures to close the huge existing wage gap between high and low earners. Sadtu had not budged from its demand of 18,4%.

ERICA JANKOWITZ

Sadtu would also seek clarity on the implications of government's proposal to use pension fund monies to finance increases as state pensions were a highly emotive issue in the public service.

On the issue of rationalisation, while Sadtu supported the concept and believed incentives should be offered to teachers prepared to move to rural areas, the union would oppose any move to use it as a mechanism to retrench. Also, the union believed it should be consulted on any rationalisation plans, Nxesi said.

Sadtu members have been urged not to embark on any wildcat or undisciplined action on Friday as this would not be condoned by Sadtu. Protracted action had also been ruled out.

Nxesi said discussions with affected communities would ensure pupil and teacher safety and decide whether a day would be set aside to make up for time lost during Friday's action.

Negotiations had been dragging on for seven months and unions were intent on ensuring a speedy end to the process and the early implementation of increases.

Nxesi announced that Duncan Hindle had been appointed acting president and Willy Madisha would be acting deputy president until Sadtu's July conference.

NEWS Operation Hunger grinds to a halt in Free State ● Schools face disruption



Teachers' unions (321) strike looms

By **Abdul Mula**
Labour Reporter

THE South African Democratic Teachers Union has threatened to launch a full-blown strike if the Government does not address their grievances speedily.

Saying teachers were getting restless, Sadu spokeswoman Ms. Kaie Skinner maintained it was just a matter of time before the situation got out of hand.

"The union is trying hard to contain the situation but if things continue this way anything can happen."

Skinner said Sadu and the National Education, Health and Allied Workers Union would go into Tuesday's wage negotiations hoping the Government will move from its offer.

*See page 4
16/5/95*

After 10 months of fruitless negotiations, the Government has only moved to a five percent across-the-board increase from its opening offer of 1.4 percent. The unions are demanding 18 percent. Nelawu and Sadu yesterday said the present divisions created by the separate state bargaining chambers contributed to the lengthy and frustrating negotiations.

The two unions maintained that the negotiation system should be restructured to create a single chamber that was small and manageable.

Meanwhile, the National Professional Teachers Organisation of South Africa is planning a march on Friday in support of their wage demands.

Its president Mr. Leoplele Tauanyana said the march would be outside school hours.

NEWS

Teachers' strike spreads to 30⁽³²¹⁾ Soweto schools

Star 19/5/95

■ BY LEE-ANN ALFREDS
and ABBEY MAKOE

An illegal teachers' strike, which started when members of the South African Democratic Teachers' Union (Sadtu) disagreed with the findings of an inquiry into child abuse by its members, has spread to 30 schools in Soweto.

The strike by Sadtu members in Orlando and Dube affects about 20 000 pupils, according to Gauteng MEC for Education Mary Metcalfe.

She believes trouble at Vesokhule Primary School in Mzimhlophe sparked the strike.

Sadtu has denied that teachers in the region were striking, but admitted there had been "trouble" in the area.

But union spokesman Thabiso Matia confirmed that Vesokhule Primary School was closed for the third time in 10 days yesterday following friction between teachers and parents over the findings.

Tensions deepened at the start of the week when the commission of inquiry released a preliminary report apparently recommending that disciplinary

action be instituted against six Sadtu members for various incidents of child abuse.

The findings caused five other teachers to walk out in solidarity, leaving the school with only 10 teachers.

The trouble appears to have spread to other schools in the area which have been experiencing tension between parents and Sadtu-aligned teachers.

In a bid to defuse the situation, the education ministry agreed that the six teachers could continue to teach while allegations against them were investigated, but parents refused, forcing Metcalfe to close the school temporarily.

Metcalfe said she would act against teachers who embarked on an illegal strike.

She said the department would proceed with disciplinary action if evidence of child abuse was found.

Matia said Sadtu believed the commission's preliminary findings had been biased.

He said Sadtu had launched its own inquiry into the situation at Vesokhule and that the teachers would be disciplined if found guilty.

overnment

Teachers' unions meet govt

By Claire Keeton

THE South African Democratic Teachers Union and the National Professional Teachers Organisation — both in dispute with the state over salaries — will meet the Government today to continue their talks.

Sadtu has emphasised the need for the state to proceed in good faith in order to bring the 10-month negotiations to a speedy conclusion. "Teachers' frustrations on the ground are rising and this is potentially disruptive to education," Sadtu general secretary Mr Thulas Nxesi warned.

Sadtu has rejected the state's offer of a five percent increase across the board. Naptosa spokesman Mr Andrew Pyper said its affiliates had embarked on actions in response to the frustrations of their members but was not planning any marches.

He said there would be a mass meeting tomorrow in the Athlone Civic Centre, Cape Town, and another at the Johannesburg College of Education on May 23.

TEACHERS SALARIES - THE FACTS

* 5% from Pension Fund

YEAR	INFLATION (%)	SALARY INCREASE (%)	BACKLOG (%)	ACCUMULATED BACKLOG (%)
1991	15,3	1/7/92 9,9	5,4	5,4
1992	13,9	1/7/93 5,0	8,9	14,3
1993	9,7	1/4/94 5,6	3,1	17,4
1994	9,0	* Offered in 1995 5	4,0	21,4

The above table is based on the assumption that a salary increase in one year should compensate for the inflation of the previous year.

Graphics: Matthys Mols/Tony Grogan



'WE ARE TREATED LIKE DIRT'

Angry teachers' threat of industrial action

'SICK AND TIRED' teachers from five different organisations are threatening industrial action over an "insulting" salary increase of 5%. **MELANIE GOSLING** reports.

ANGER at government treatment of teachers — who have been offered a 5% salary increase taken from their own pension fund — boiled over in a mass meeting in Parow yesterday, with over a thousand teachers from five organisations threatening industrial action.

Teachers from as far as Malmesbury, Wellington and Ceres attended the meeting where many said the time had come to consider going on strike.

A spokesman for the Cape Teachers' Professional Association, Mr Archie Vergotine, said: "Gone are the days when teachers could

afford to be gentle professionals."

The government initially offered teachers an increase of 1,4%. When this was rejected, they increased the offer to 5% — but the money would come from their pension fund.

Vice-president of the SA Teachers' Association, Mr Hugh Kulops, said the state was forcing teachers to take protest action.

"If education is really central to the success of the RDP then let the government put their money where their mouth is and pay us market-related salaries."

Camps Bay High teacher Mr Richard Curtis said: "I'm sick and

tired of being told I have a professional responsibility as if professionalism is a magic word which means we can be treated like dirt. We've been given the same platitudes for years. We need to take action now."

The monthly salary for teachers with a bachelor's degree, teaching diploma and no experience is R2 725. A similarly qualified teacher with 10 years' experience gets R4 416.

Dr Huw Davies, executive director of the National Professional Teachers' Organisation (Naptosa), said teachers' annual salary increases had declined from 9,9% in 1991 to 1,4% this year. The accumulated backlog, taking the rate of inflation into account, was over 21%.

Dr Davies said the govern-



ANGRY: About 1 300 teachers attended a meeting at the Parow Civic Centre yesterday.

PICTURE: NIC BOTHMA

ment's offer had been rejected and the matter was under mediation.

The results of the mediation would be made public today.

'Insulted' teachers fume over government offer

(321) ARG 19/5/95

Staff Reporter

MORE than 3 000 angry teachers converged on Parow Civic Centre to hear a report-back on salary negotiations from representatives of their union, the National Professional Teachers' Organisation of South Africa (Naptosa).

The teachers are negotiating with the government over a 18.4 percent salary increase demand across the board. The government has offered five percent, described by teachers as "an insult".

Naptosa representative Huw Davies said his organisation rejected the offer because "it is taken from our pension fund".

Dr Davies said the negotiators also rejected the government decision to address teachers' problems as part of the broader civil service.

He said mediation was continuing and a further report-back was expected today.

Dr Davies said the govern-

ment refused to improve its offer because it had adopted a policy of fiscal discipline and had a commitment to closing the wage gap.

The teachers said yesterday that enough was enough.

"We have been talking, negotiating and we got nothing — we need action," said one angry teacher.

"No government is going to negotiate with anybody who doesn't show he means it," he said to loud applause.

Proposed action included a march today, a strike or "slow withdrawal of our services".

Basic monthly salaries paid to fully qualified teachers with a three-year college diploma and no experience is R2 364; for a three-year degree plus one year teaching diploma and no experience, the salary is R2 725; and with the same qualifications and 10 years' experience, R4 416.

A first-year teacher with a three-year diploma takes home R1 795 after deductions.

Teachers' *South African* input on wages

1975/76
(321)
By Claire Keeton

THE TWO major teachers' groups are putting forward counter-proposals to the State's offer of a five per cent across-the-board increase, they indicated at wage talks in Pretoria yesterday.

The National Professional Teachers' Organisation of South Africa tabled a counter-proposal to the State's May 2 offer in the Education Labour Relations Council yesterday.

"We would prefer not to reveal the details right now," Naptosa spokesman Mr Andrew Pyper said.

The South African Democratic Teachers' Union will submit their proposal today.

The union also proposed that the pension fund be restructured and agreed to the State borrowing to pay increases.

Education spokesman Mr Corrie Rademeyer said the talks were constructive and the State would respond to the counter-proposals by May 31.

Metcalfe goes toe-to-toe with teachers over strike

By RAMOTENA MABOTE

A SHOWDOWN is looming between the Gauteng Ministry of Education and the South African Democratic Teachers' Union following a wildcat strike by Sadtu members in Soweto this week.

Teachers in at least 30 schools went on strike in solidarity with six union members implicated in allegations of physical abuse of children at Vezokuhle Primary in Mzimhlophe.

Gauteng Education MEC Mary Metcalfe, who this week announced that there was to be a ban on corporal punishment in all Gauteng schools, said she was hoping to meet Sadtu regional officials to find out if they had anything to do with the strike.

Mrs Metcalfe said the ministry would deal with any of its employees found to have taken part in any illegal strike.

Last Friday she instituted a commission of inquiry to investigate the concerns and allegations of physical abuse voiced by parents, pupils and educators.

It is alleged that the six teachers beat children with sticks and knobkerries — and with the heel of a high-heeled shoe. Parents claimed several children had been referred to hospital for treatment of wounds and bruises suffered through such abuse.

Mrs Metcalfe is expected to announce the final findings of the commission today at a meeting with all stakeholders. She said that, based on the commission's recommendations, she would act against any employee of the education department suspected of breaking departmental rules.

Sadtu regional media officer Thabiso Matia said the union was not aware that my strike was going on and that, if there was one, it was not official because "the office was not consulted".

The illegal strike followed the refusal of parents of Vezokuhle pupils to allow he implicated teachers back into the school.

The parents told Mrs Metcalfe they would withdraw their children from school if the teachers returned.

Parents have accused Sadtu of using "dirty tricks" — intimidating principals, threatening teachers unsympathetic to the union, taking control of schools without the knowledge and consent of the department of education, covering up abuse by members and "being a law unto itself".

On Monday evening when Mrs Metcalfe met with parents and teachers to announce the commission's preliminary findings, all parties agreed on a moratorium on "unbecoming" behaviour — but parents insisted they would not allow the teachers back on the school premises.

This led to Sadtu members in 30 Orlando and Dube schools embarking on a strike on Monday which affected 20 000 pupils.

Teachers and pupils interviewed said Sadtu members told them they were going to "toy-toy" at Vezokuhle.

"These people (teachers) should be fired or transferred to other schools. If they suspend them with pay, with the hope of returning them to the school, we will withdraw our children from the school," said one parent.

The parents turned down Mrs Metcalfe's request to return the children to school before the commission made its final report, saying they were prepared to "keep our children at home until the end of the year".

Mr Matia said Sadtu would launch its own inquiry into the matter, which would serve as a "double check" to inform the organisation as to what form of action, if any, it should take.

"That does not mean we do not support the independent commission of inquiry appointed by the ministry, in fact, it was at our request that the MEC launched it."

He added, however, that: "As it is now, we doubt that the commission would be independent because some of the terms of reference were not looked into."

(321)

ST21/5/95

Teachers wait for mediators

TEACHERS' organisations are still in the dark about the results of mediation after they declared a dispute over salary negotiations with the government. (321)

Spokesman for the Cape Council of Teachers' Organisation Mr Mike Reeler said yesterday the results of the mediation were scheduled to be announced last Friday, but had not yet been released.

CT 22/5/95

Educators ordered to negotiate

(321)

Education Reporter

ARG 22/5/98

ALL parties involved in negotiating teacher salary increases should go back to the Education Labour Relations Council's bargaining committee to solve the salary dispute, mediator Hans van der Riet has ordered.

Teacher unions declared a dispute with the national education department, and advocate Mr Van der Riet was called to mediate.

Mr Van der Riet said all parties should return to the bargaining committee and negotiate further in good faith on all outstanding matters relating to the salary increases for educators.

Unions had argued that the division of funds for the improvement of conditions of service between educators and the rest of the public service should be based on the percentage that the salaries of these groups represented in the total salary account of the state.

The government representatives agreed there had been such an understanding, but said there was also provision for specific improvements to be excluded from the formula.

Teachers have been offered five percent across the board, of which a portion would come from their pension fund. Different unions are demanding different amounts, but most are upset about the pension fund clause.

Warning to striking teachers

321
STAR 22/5/95

■ BY ABBEY MAKOE
and ADAM COOKE

The no work, no pay rule would be applied to striking teachers at Soweto schools if they did not report for duty today, Gauteng Education MEC Mary Metcalfe warned yesterday.

Teachers who went on strike in Orlando and Dube last week in support of five colleagues accused of child abuse would not be penalised if they returned to work today Metcalfe said.

The strike was sparked by the findings of a ministry-appointed commission that five teachers at Vesukuhle Lower Primary in Orlando were guilty of child abuse. Parents of the children at Vesukuhle Lower Primary have said they will not allow the five teachers back to the school.

The inquiry, which has not yet officially released its findings, found that the teachers had administered corporal punishment and verbally abused children. The Star has learnt. The findings of the commission will be released in full this week.

While distancing itself from the strike, the SA Democratic Teachers' Union (Sadtu) has rejected the findings of the commission, headed by human rights lawyer Brian Currin, that some union members were guilty of child abuse.

On Friday teachers took to the streets during school hours, demonstrating against the commission's findings. They also called for the transfer of the Vesukuhle school principal.

The union resolved to institute its own inquiry and a Sadtu official, Kate Skinner, said it did not recognise the findings.

The commission found that most teachers at Vesukuhle had administered corporal punishment, but that five had used it excessively.

Wildcat strike prevents proper teaching

No work, no pay

321

Metcalfe

Sowetan 22/5/95

By Claire Keeton

STRIKING teachers at Orlando and Dube schools in Soweto must report for duty today or the principle of "no work, no pay" would apply, Gauteng MEC for education, Mrs Mary Metcalfe warned yesterday.

The wildcat strike has prevented the proper functioning of about 30 schools and affected at least 20 000 children.

Teachers went on strike to express their dissatisfaction at the way the inquiry into allegations of child abuse at Vezokuhle Lower Primary School was held.

Metcalfe said all parents who wished to take their children to school must do so and those not willing should keep them at home or make alternative arrangements. The MEC will meet parent representatives this week. From today a monitoring group will be stationed at the school, which has been closed for two weeks, because of the tensions there.

"The group will make sure there is no physical, verbal or any other abuse of children," said Metcalfe.

The commission to investigate the school's problems sat on May 12 and 15,

and all parents, teachers and pupils from the school were invited to give evidence.

A preliminary report indicated that the disciplinary action "had been recommended in various categories of child abuse (physical assault and emotional abuse)".

The commission's full report will be given to Metcalfe this week and she will give a copy to all stakeholders.

The South African Democratic Teachers' Union (Sadtu) Gauteng media officer, Mr Thabiso Matia, expressed "severe reservations" about the commission's assessments.

"It appears that different terms of reference were applied to the principal and the teachers concerned," he said.

The union said it had launched an inquiry into the situation and the Sadtu Soweto branch would take appropriate disciplinary action if teachers were found to have contravened its code of conduct.

Metcalfe said the withdrawal of labour was unacceptable and all teachers must perform their duties. Teachers who failed to do so would be subject to the procedures in the Education Labour Relations Act and the Educators Employment Act.

Teachers (32) end strike

Kevin O'Grady

BD 23/5/95

THE 84 teachers on strike at 15 Soweto schools, in solidarity with colleagues named in a commission of inquiry report into child abuse, returned to work yesterday but pupil attendance figures declined in the wake of the allegations, education minister Mary Metcalfe said.

Metcalfe said the situation at the Vezukuhle Lower Primary School — where allegations of abuse had been levelled at six teachers — was “calm” and the school had reopened as planned. However, reports indicated “parents have chosen not to send children to school”.

The members of the SA Democratic Teachers' Union and Transvaal United Teachers' Association went on strike last week in support of their colleagues — a move believed to have affected as many as 20 000 pupils.

No charges have yet been laid against the teachers named in the report.

Metcalfe has met police to discuss launching an investigation into the allegations, according to her spokesman, Shippa Maloka.

The commission's final report could be out this week, Maloka said.

Teacher dissatisfaction

(321) 506-1010
23/5/95

TEACHERS' FRUSTRATIONS ARE MOUNTING, hence the mass meetings and protest actions this month after wage talks over the past eight months have failed to make any significant progress.

But the counter-proposals made to the state last Friday by the National Professional Teachers Organisation and the SA Democratic Teachers Union could break this protracted stalemate.

At issue are general salary improvements, disparities in salaries, the pension fund and a dispute over the budget allocated to educators.

Wage talks began late last year between the Government and the major teachers' organisations in the bargaining unit of the Education Labour Relations Council.

On September 21 teacher organisations demanded an 18,4 percent salary increase after parity over 19 months.

The Government said it had no mandate to respond to this demand since no requests for salary improvements had been received.

Education spokesman Mr Corrie Rademeyer said the Government did not have additional funds and 18,4 percent increase would require the state to raise another R5,8 billion, pushing the annual salary bill up by 29 percent.

Naptosa and Sadtu also said the state had a pressing obligation to address disparities. The state responded with a commitment to levelling out the disparities that prejudice teachers. For example, a married female teacher is not seen as a breadwinner and is therefore not eligible for a housing subsidy.

Negotiations proceeded haltingly and on November 1 the state offered a six percent increase for staff at the lowest-paid levels, scaling down to no increase at salary levels above R47 000.

Teacher bodies rejected this and criticised the 1,4 percent overall increase as a "dismissive offer", amounting to a virtual wage freeze.

Talks effectively deadlocked and the next step forward was taken on December 14. At a meeting with the two deputy presidents, teachers' bodies received assurances that the matter of salary improvements would be raised at the first Cabinet meeting this year.

But before the Cabinet met, teacher organisations walked out of the Education Labour Relations Council on January 12 to protest against the state's failure to meet their key demands — a salary increase and pay parity for all teachers.

A month later, Sadtu warned Education Minister Professor Sibusiso Bengu in a memorandum that an unprecedented crisis in education was looming, if problems were not tackled without delay.

The union threatened to withdraw from the negotiating forum and called on the state to revise its offer and implement parity as a matter of urgency.

On April 19, Naptosa and Sadtu declared a dispute with the state over the allocation of

The threat of widespread strikes in the education sphere is increasing, while teachers hold out for their demands of inflation-related increases, reports **Claire Keeton:**



FLASHBACK...Teachers are threatening to repeat last year's industrial action.

money for the improvement of teachers' salaries.

The teacher bodies argued that the state had deviated from the agreed formula for splitting funds between educators and other public servants.

Under the formula, educators previously received around 40 percent of public sector funds, but this year they received only around 10 percent.

On May 2, the state proposed raising its offer to 5 percent across the board from July 1, with a higher increase on the lowest four notches of the salary scale — as long as it could increase its funds by borrowing from the State Service Pension Fund.

Naptosa rejected the offer. The organisation is not willing to reveal details of its counter-proposal at this stage.

Naptosa spokesman Mr Andrew Pyper said: "The pension fund is a burning issue with seri-

ous implications. If the state withholds funds now, they must make them up plus interest later. How will they do that?"

Naptosa warned that if their demands were not met, industrial action could escalate.

But, in its counter-proposal, Sadtu has agreed to the principle of borrowing from the pension fund on condition the state gives a written guarantee that teachers' pensions will not be eroded.

Sadtu general secretary Mr Thulas Nxesi demanded that available funds be distributed on a sliding scale "to reduce the wage gap that now stands at 20:1 and to introduce an inflation-related increase to earners in the lower and middle income groups".

The average basic pay of teachers in 1992 was between R37 526 and R51 858, including benefits, while teachers at the bottom of the scale earned only R10 413 a year with no access to benefits.

Teachers' wage talks resume on May 31.

'Teachers get big benefits'

TEACHERS already receive substantial service benefits that add 36 percent to their basic salaries, according to education spokesman Mr Corrie Rademeyer.

The cost budgeted for teachers' salaries for the 1995-96 financial year is around R16,2 billion and another R5,9 billion is budgeted for fringe benefits. This means the total package

costs around R22,1 million, with benefits equal to nearly a third of this amount.

These benefits include medical aid, a housing subsidy, a pension and provident fund, leave gratuity payments and an annual 13th cheque.

Teachers spokesman Mr Andrew Pyper said teachers' benefits were the same as those of other civil servants.



Suzanne Rees, left, chairs a meeting of Professional Teachers' Association members in Johannesburg yesterday. Association president Anthoine Swartz, right, looks on. The meeting decided to strike if salary demands were not met. Picture: NICKY DE BLOS

Teachers 'will strike if pay demands not met'

Kevin O'Grady

BD 24/5/95

THE Association of Professional Teachers (APT) said yesterday that it would strike if its salary demands were not met when bargaining resumed on May 31.

The association held a meeting, attended by hundreds of teachers, at the Johannesburg College of Education.

National Professional Teachers' Organisation of SA (Naptosa) executive director Hugh Davies said that while the organisation was reluctant to strike it could be forced to by a government "dragging its heels".

The APT is an affiliate of Naptosa.

The organisation made a proposal that R900m be made available to the education sector for increases.

If this proposal was not agreed to members would be polled on whether they thought a strike ballot should be held.

Other forms of action aimed at forcing government to accede to its demands had been proposed.

These would be put before the APT's executive council on Friday for approval, APT president Anthoine Swartz said.

The planned forms of action included a "work to rule" policy which would rule out extramural activities, a programme of "non-cooperation with the authorities" — refusing to allow inspections and to make statistics available — and a campaign to gain support from parents for any labour action.

"We have always refrained from any actions that might be detrimental to the education of the children... Our members are fast approaching the limit of professionalism — must we hurt the child's education before the state awakes?" Swartz said.

Teachers were being held to ransom by a government which is exploiting our professionalism.

Naptosa earlier rejected a government proposal that teachers' increases be funded through borrowing from public service pension funds.

dent of the Republic on 27 April 1995 and (b) in which categories do such prisoners fall regarding the (i) periods of their sentences and (ii) nature of the crimes for which they were sentenced?

N587E

THE MINISTER OF CORRECTIONAL SERVICES:

- (a) Up to and until 13 May 1995 a total of 14 427 prisoners have been released or placed out of prison.
- (b) (i) and (ii) Information with regard to the categories in which such prisoners fall and the nature of the crimes for which they were sentenced, can only be obtained by means of a time-consuming, expensive and manpower-intensive country-wide survey.

Establishment of National Advisory Council for Science and Technology: composition/objectives/progress

*20. Mrs A VAN WYK asked the Minister of Arts, Culture, Science and Technology:†

- (a) How far his Department has progressed with the establishment of the proposed National Advisory Council for Science and Technology and (b) what (i) is the composition and (ii) are the objectives with the establishment of this Council?

N588E

THE MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY:

- (a) A Working Group was constituted to advise me on the establishment of a National Advisory Council for Science and Technology, called NACOST.

The Working Group met on 30 January 1995 and proposed guidelines for the composition, operation, membership and procedures of the Advisory Council. These proposals were forwarded to the Foundation for Research Development as agent of the Department, with the request to submit a draft proposal to me. As soon as the draft proposal is received, it will be submitted to the Working Group for

consideration and advice. The revised draft proposal will then be distributed to all relevant role-players for comments. A final proposal will be submitted to Cabinet for approval.

- (b) (i) Provisional guidelines for the composition of NACOST are the following:

* A body of approximately 20 members, appointed in their personal capacities to ensure expert and objective advice.

* Appropriate representativeness to ensure sectoral balance and legitimacy.

- (ii) The objective of NACOST is to advise the Government, including the Minister of Arts, Culture, Science and Technology, the Minister's Committee for Science and Technology, and the Cabinet on science and technology policy matters such as:
- * The management and governance of the Science and Technology system.
 - * Identification of broad Science and Technology priority areas and the prioritising of funding.
 - * Advice on prioritised matters in Science and Technology and related skills development in support of national, social and economic objectives.
 - * Advice on identification and definition of scientific and technological problems or opportunities likely to confront decision-makers.
 - * Monitoring the implementation of the recommendations of the Government while paper on Science and Technology, action plans for industrial technology development, and other action plans related to Science and Technology development.
 - * Enrichment of the societal appreciation of Science and Technology.

Increase in teachers' salaries (321)

*21. Dr T G ALANT asked the Minister of Education:†

(1) *Hansard 24/5/95*

- Whether it has been decided to fund (a) the increase in teachers' salaries and/or (b) social expenses out of pension funds; if not, what is the position in this regard; if so,

- (2) whether he was consulted in this regard; if not, what is the position in this regard; if so, what (a) was his response thereto and (b) will the resultant financial and budgetary implications be?

N585E

THE MINISTER OF EDUCATION:

- (1) (a) No.
- (b) No.

The position is that the proposals around the improvements of conditions of service in the whole Public Sector should be partially funded by reducing the State's contribution ratio to the Government pension funds with an actuary determined factor to generate the additional funds for the 1995/96 financial year only, over and above the R2,4 billion already set aside.

- The guarantee provided by the State is that where natural recovery of the funding level does not occur at three percentage points over a period of three years, the State will make a contribution to the funds before or on 1 April of the year following the date in respect of which valuation was made, to bring the funding level to a level three percentage points higher than it was at the previous determination. The proposal is also that the pension funds be structured to improve the return on investment of the funds.

- (2) (a) As a member of the mandating committee of Cabinet I agreed with this mandate.

- (b) The implications are that the State can then address three objectives, i.e. (i) Addressing the minimum wage and the wage gap.
- (ii) Attending to Constitutional imperatives.
- (iii) Giving a general salary increase.

The amount which can be available, if the proposal is accepted will be R3,34 billion for 1995.

Constitutions for provinces

*22. Mr M F CASSIM asked the Minister for Provincial Affairs and Constitutional Development:

- (1) Whether the provinces may adopt their own constitutions; if not, why not; if so,
- (2) whether any of the provinces have adopted a constitution; if not, why not; if so, which provinces?

N589E

THE MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT:

- (1) Yes. In terms of section 160(1) of the Constitution of the Republic of South Africa Act, 1993, a provincial legislature shall be entitled to pass a constitution for its province by a majority resolution of at least two-thirds of all the members.

- (2) No. None of the provinces has as yet adopted a provincial constitution and the current position in the provinces is as follows:

Eastern Cape

A Select Committee has been appointed by the Provincial Legislature which will be responsible for the drafting of the Provincial Constitution. The Committee has subsequently requested interested parties to make submissions in this regard.

Western Cape

Knowledgeable personnel have been designated by the Province to draft a Bill to suite the needs of the Province.

Northern Cape

A Constitutional Affairs Committee has been appointed by the Province to address the matter.

North West

The Office of the Law Advisor in the Province is in the process of drafting a Bill.

NEWS The Clinton Administration will fight to save loans to South Africa

Angry teachers' warning

By Claire Keeton

THE National Professional Teachers Organisation of South Africa says thousands of its angry members have warned they are planning protest action.

The organisation has voiced dissatisfaction with the lack of progress in negotiations.

But South African Democratic Teachers Union general secretary Mr Thulas Nxesi said yesterday his union was awaiting the outcome of negotia-

tions which were now "back in full swing". Sadu and Naposa, which represent about 200 000 teachers countrywide, resume talks with state representatives on May 31.

Offer rejected

Naposa has rejected the state's offer of a five percent across-the-board increase, funded partly through the state's pension fund. Naposa president Mr Leepile Taunyane said: "Naposa's member organisations have received

close to a 100 percent mandate from their members to resist all attempts to allow the use of pensions funds." He said more than 4 000 teachers attended a protest meeting at Umlundin KwaZulu-Natal last week, and affiliates in the Cape also held meetings.

"The anger expressed at these meetings is frightening," said Taunyane.

A Naposa affiliate, the Association for Professional Teachers, held a mass meeting at the Johannesburg College of Education late yesterday.

*(321) 24/5/95
Sowetan*

Teachers angry - DP (321)

The Government's inadequate handling of the teachers' salary issue had disheartened the profession and the lack of clarity around other issues had angered them, DP education spokesman Mike Ellis said yesterday.

Education Minister Sibusiso Bengu should form a partnership with the teaching profession and involve it fully and constructively in restructuring education.

A cloud of uncertainty hung over the profession, and the issues of retrenchment, salaries, provincial budgets and school governance had to be dealt with.

Bengu had also shown little desire to encourage discipline on campuses.

He had simply passed the buck when students rejected fee increases; demanded hostel upgrading, the reinstatement of dismissed lecturers, new furniture or the withdrawal of charges of public violence against fellow students; and boycotted, protested and took hostages.

The appointment of the National Commission on Tertiary Education was a positive move but would only make its report much later. — Sapa.

12 000 teachers may lose jobs

By **AYESHA ISMAIL**

MORE than 12 000 teachers in the Western Cape could lose their jobs by the end of the year if a discussion document drawn up by the Western Cape Education Department's convenor for the Interim Consultative Committee on Staffing Matters is accepted.

Convenor Brian Gilbert says in the document that a distinction should be made between the abolition of posts and the retrenchment of teachers.

"The abolition of a post occurs when a school no longer qualifies

for its present complement of staff and one or more posts have to be identified as those without which it will proceed.

"Retrenchment of a teacher occurs when he or she is discharged and retirement benefits are paid out either by choice or through inability to obtain a post within 120 days," Mr Gilbert said.

According to the document "it is the department's wish that the abolition of posts should be effected with the least disruption to education and the staff of the school involved".

At present there are 36 058

teachers in the region.

If a ratio of 35:1 in high schools and 40:1 in primary schools is implemented there will be total of 23 950 posts left out of the present 36 058 in the region. This means that a total of 12 108 posts would be abolished.

The document proposes that "under normal circumstances" the identification of teachers whose posts are to be abolished include:

- Teachers who retire on pension, or resign and whose duties can be performed by the rest of the staff;

- Temporary staff whose duties can be performed by the rest of the staff;

- Teachers in permanent posts whose subjects are being phased out or whose services are dispensable.

Temporary teachers should be laid off before permanent staff, the report urged.

"The department trusts that school committees or governing bodies will ensure that decisions regarding the abolition of posts will be fair and reasonable and will be taken with the utmost degree of objectivity," Mr Gilbert says in the document.

This week the education alliance consisting of the South African Democratic Teachers Union, the Cape Teachers Professional Association and the National Education Coordinating Committee have once again called for Western Cape Education MEC Martha Olkers and acting head of education, Dr Francois Knoetzer, to be relieved of their duties.

ST (LM) 28/5/95 (321)

Split in teachers union

ST 28/5/93

(321)

By RAMOTENA MABOTE

A GROUP of 700 Soweto teachers has split from the greater Soweto branch of the South African Democratic Teachers Union after allegations of corruption and child abuse involving union members.

A teacher representing the 700-member Dobsonville/Meadowlands group says the teachers are demanding autonomy because of the Soweto branch's implication "in embarrassing acts over the past few months".

However, the Soweto branch wants the rebels' newly granted branch status reversed, saying that there wasn't sufficient consultation by the region beforehand.

The spokesman for the rebels, a Meadowlands high school teacher who does not wish to be named, says the real reason is that "we are the biggest and that means they will lose a big chunk of their budget".

He claims that, at the end of last year, the greater Soweto branch of the union chased away principals from several

schools in Protea North and is preparing to do so again in other areas.

Referring to alleged child abuse at Vezokuhle Primary School in Mzimhlophe, Soweto, where six teachers are subjects of a commission of inquiry, the teacher says Soweto branch leaders are defending members implicated in unconstitutional acts.

The rebels have also accused the Soweto branch of nepotism, refusing to listen to members who oppose "unpopular" decisions, and calling for strikes or protest action without prior consultation.

The union's media spokesman for greater Soweto, Thabiso Matia, says that the issue of the rebel branch's status was contested at a recent regional congress.

Mr Matia says the union decided to launch an inquiry into the branch's existence and the allegations. He says there was insufficient consultation before granting it branch status.

He says the chairman of the inquiry will report back on June 6.

Teachers in last-ditch talks on pay

Kevin O'Grady

60 30/5/95

(321)

of talks failed to yield results.

TWO major teachers' unions go back to the bargaining table with government tomorrow, hoping to win some ground on their salary demands, and indications are that widespread strike action could be on the cards if the talks prove fruitless.

Spokesmen for the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) — both in dispute with the state over the salary issue — yesterday declined to speculate on what action would be taken if their demands were not met.

However, Naptosa executive director Hugh Davies told members at a mass meeting recently that a strike ballot would be held if the next round

Both organisations have rejected the state's latest offer of a 5% increase. Sadtu spokesman Kate Skinner said they were demanding an 18.4% increase to be given on "a sliding scale" that would benefit lower and middle income earners and a "wage freeze at a certain point" for higher income earners.

The union had already held one day of strike action and pledged to consult members before deciding whether to take any further action.

Tami Mseleku, the Education Department's labour relations chief director, said mandating committees met yesterday to finalise their mandates, and further details on what the department would be taking to negotiations would be available today.

Teachers accused of (321) (S) SPAN 31/5/95 child abuse removed

■ BY ABSEY MAKOE
and BOBBY BROWN

Gauteng Education MEC Mary Metcalfe has acted against five Soweto teachers accused of child abuse, and the police's Child Protection Unit said it was investigating the allegations.

But Metcalfe said yesterday although an official commission of inquiry, headed by human rights lawyer Brian Currin, had found substance to the allegations, the five had not yet been found guilty by a disciplinary inquiry.

The teachers, from the Vezukuhle Lower Primary School in Mzimhlope, were removed from the school and transferred to Metcalfe's office in Braamfontein pending further investigations.

The teachers have not been named because they have not yet had the chance of defending themselves.

Metcalfe said her department would be meet-

ing parents of the school's pupils in the hope of restoring relationships at the school. Parents have refused to allow their children to attend school until the five teachers were suspended.

"The school has not been functioning properly for more than a month, a situation which cannot continue."

She added that the department had placed an immediate moratorium on corporal punishment at the school.

■ Teaching at the Selelekele High School in Orlando East, Soweto, has come to a standstill since the expulsion last week of the entire staff of 40 teachers whom students accused of being irresponsible.

The teachers, all said to be members of the SA Democratic Teachers' Union, were "sacked" after they allegedly took part in a union-organised demonstration during school hours.

Teacher posts safe for now — Olckers (321)

23/5/95
STAFF REPORTER

TEACHERS and principals got a temporary reprieve yesterday when Western Cape Education Minister Ms Martha Olckers told them at a meeting that she was holding President Nelson Mandela to his word that there would be no retrenchments.

She also dropped a bombshell by saying free education would not be available for the next 20 years.

Referring to the 94/95 education budget, Ms Olckers said it was a "cut and paste project", which had used "different criteria for different departments". This meant the department had done inaccurate counts of teaching personnel, pupil-teacher ratios and benefits.

Miscount

The miscalculation, according to Ms Olckers, amounts to at least R700 million, involving a miscount of more than 1 000 educators and the pension benefits due black teachers.

She added that the "zero basic budget system", which essentially means starting the process of putting together a budget with a clean slate, would produce a shortfall of R800m for next year.

Asked how an education department could make such glaring mistakes, she replied: "It's all in the minutes of the committee at head office. We told them, but they wouldn't believe us."